GES Promotion Aptitude Test Pasco

- AD II
- AD I
- DD

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AlatiphA

Awake, Ghana Youth

Contents

Acknowledgement

Dedication

Disclaimer

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I Want to Hear from You!

MoE/GES/DD/2025

Section A

Section B

Section C

MoE/GES/AD I/2025

Section A

Section B

MoE/GES/AD II/2025

Section A

Section B

MoE/GES/DD/2024

Section A

Section B

Section C

MoE/GES/AD I/2024

Section A

Section B

MoE/GES/AD II/2024

Section A

Section B

MoE/GES/DD/2023

Section A

Section B

Section C

MoE/GES/AD I/2023

Section A

Section B

MoE/GES/AD II/2023

Section A

Section B

MoE/GES/DD/2021

Section A

Section B

Section C

MoE/GES/AD I/2021

Section A

Section B

MoE/GES/AD II/2021

Section A

Section B

MoE/GES/DD/2020

Section A

Section B

Section C

MoE/GES/AD I/2020

Section A

Section B

MoE/GES/AD II/2020

Section A

Section B

Acknowledgement

I owe every single gratitude to Allah for what He has done, what He is doing and what He is yet to do in my life.

Finally, to my wife, Alhassan Rubaba, for her support and encouragement.

Dedication

I dedicate this book to my lovely kids: Hanif, Widad, Zaida and Jabira.

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I can't vouch for the accuracy of the content of this book. So, report any inappropriate content and error, and I will evaluate it as a matter of priority.

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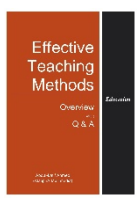

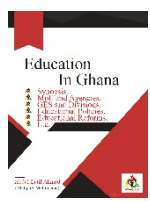

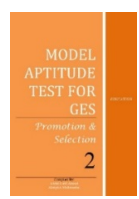

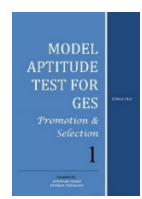

MoE/GES/DD/2025

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Under the Local Governance Act and the Pre-Tertiary Education Act, the District Director of Education acts as the Head of the Department of Education for which body?

A. The Ministry of Education
B. The Regional Coordinating Council
C. **The District Assembly**
D. The National Schools Inspectorate Authority

2. Which specific document requires the signature and approval of the SMC Chairman before the Headteacher can access or utilise the Capitation Grant?

A. The Lesson Plan
B. **The School Performance Improvement Plan**
C. The Circuit Supervisor's Report
D. The Terminal Assessment Record

3. A group of teachers cooperatively plan the best learning situation for a particular student, discuss the plan with the student, and have the student sign the written plan. Which of the following best describes this process?

A. Individualizing unit teaching followed by team teaching
B. **The contract method followed by individualized instruction**
C. Unit teaching with group instruction and assessment
D. Team teaching, individualized instruction with the contract method

4. Under the Public Financial Management Act, 2016 (Act 921) and procurement regulations, what is the critical function of the Procurement Committee in an SHS?

A. To personally negotiate prices with market queens for all perishable goods
B. To retrospectively approve purchases made by the domestic bursar to save time
C. **To ensure concurrent approval for all expenditures above the headmaster's threshold**
D. To receive and store food items delivered by the National Food Buffer Stock Company

Use the following scenario to answer questions 5, 6 and 7.
You are the Deputy Director in charge of Supervision in Savannah region. You have received complaints from several Headteachers in the "Bremang Circuit" that their School Improvement Support Officer (SISO) has not visited their schools in three months. However, the SISO's monthly report submitted to your desk shows full attendance, complete with filled observation forms and performance scores for teachers.

5. As the supervisor of the SISO, what is the most appropriate first step to verify conflicting claims?

A. Issue a query letter to the SISO immediately for falsification of documents
B. **Visit the schools personally to inspect the School Logbooks and Visitor's Books**
C. Report the SISO to the Regional Director for disciplinary action
D. Ignore the Headteachers as they often complain when supervisors are too strict

6. If the investigation confirms the SISO falsified the reports, what is the extent of your authority as a Deputy Director?

A. You can summarily dismiss the SISO from the Ghana Education Service
B. You can stop the SISO's salary immediately
C. **You can query the SISO and recommend sanctions to the District Director**
D. You can transfer the SISO to a different circuit immediately

7. To prevent this in the future, how should you realign your supervision strategy?

A. By insisting the District Director visits every school personally
B. **By conducting unannounced spot checks to validate SISO data**
C. By asking the Headteachers to report directly to the Regional Director
D. By removing the SISO role entirely and supervising all teachers yourself

Use the following scenario to answer questions 8, 9 and 10.
A Junior High School in your district has recorded 0% pass rates in the BECE for two consecutive years. The community is agitated. You visit the school and find that the Headteacher has no School

Performance Improvement Plan (SPIP), does not visit lesson notes, and is frequently absent. The Headteacher claims, "The District Director is my friend, so I have no issues."

8. In the hierarchy of the GES, how does your role as Deputy Director (Supervision) interact with the Headteacher's claim?

A. You must back off because the District Director is the ultimate authority
B. **You act on delegated authority; your technical report serves as the basis for action**
C. You should bypass the District Director and report to the District Chief Executive
D. You should report the District Director to the Regional Director

9. Who has the final authority to sign off on a decision to demote or transfer a Headteacher on a Performance Contract?

A. You (The Deputy Director)
B. The School Management Committee (SMC)
C. **The Regional Director of Education (upon recommendation from the District Director)**
D. The School Improvement Support Officer (SISO)

10. The Headteacher argues they cannot be supervised by you because they are on the same rank (Assistant Director I). What is the correct administrative position?

A. The Headteacher is right; you cannot supervise someone of the same rank
B. **Rank is irrelevant; position determines the line of authority**
C. Wait until you are promoted to Deputy Director grade before supervising them
D. Ask a colleague of a higher grade to supervise them

11. Which of the following is a primary function of school administration and management, focusing on achieving school goals?

A. Implementing school-wide reward system
B. **Monitoring and evaluating accomplished outcomes**
C. Ensuring students use appropriate sitting arrangement
D. Delegating day-to-day tasks to individual teachers

12. The teaching techniques or methods that are generally considered to have the most direct impact on affective feelings are:

A. Discussion and dialogue
B. Recitation and independent study

C. **Role playing and simulation**
D. Questioning and observation

Use the following scenario to answer questions 13 and 14.
A junior high school head has been transferred to a low performing school. In order to turn things around, make relevant changes and avoid mistakes, he needs to take the right actions. Another critical area he must sort out is to assess the quality of teachers in the school. The school head is overwhelmed.

13. The school head can best begin the process of evaluating teachers by:

A. **Arranging to observe teaching practices in each classroom**
B. Interviewing each teacher about teaching practices
C. Comparing student grades across classrooms
D. Having each teacher complete a self-evaluation

14. To bring about change and promote a smooth transition, the school head needs to first:

A. Assign responsibilities to committees
B. **Conduct a situational analysis and build trust with staff**
C. Develop and publish a detailed strategic plan
D. Establish a team to evaluate new policies

15. The two main parts of a school's budget comprise:

A. Profit and loss
B. **Income and expenditure**
C. Cost and benefit
D. Buying and selling

16. Which filing system is best for quick retrieval of official memoranda by date?

A. Alphabetical only
B. **Chronological filing**
C. Random stacking on a desk
D. Colouring documents with no index

17. Which of the following is a core principle of records management in a public office?

A. Creating duplicate unregistered copies for convenience
B. **Accurate classification and retention schedule**
C. Destroying all documents weekly
D. Publishing all records immediately online

18. For procurement of goods and services in a public school, the most important principle is to:

A. Involve every member of staff
B. **Be transparent and ensure value for money**
C. Go for sole sourcing always
D. Find a way around procurement thresholds

19. The type of test that focuses on measuring student logical reasoning is known as:

A. **Aptitude test**
B. Norm-referenced test
C. Criterion-referenced test
D. Achievement test

20. The quality of a test showing ease of time, cost, administration and interpretation is called:

A. **Usability**
B. Differentiability
C. Objectivity
D. Reliability

21. Which property of a test measures the consistency of results on repeated administrations?

A. Validity
B. **Reliability**
C. Difficulty index
D. Guessing factor

22. Strategic planning in an education directorate should begin with:

A. Selection of projects
B. Hiring external contractors
C. **Situational analysis**
D. Outsourcing all decisions to schools

23. The principle of decentralisation in education administration aims to:

A. Concentrate all decisions at central office
B. Stop public funding at regional/district levels
C. Remove accountability mechanisms at regional and district levels
D. **Transfer specific decision-making authority to regional and district levels**

24. In budgeting for the next academic year, which item should be

prioritized for learning improvement?

A. New office furniture for the Director
B. **Teacher professional development**
C. Large celebratory events for students
D. Renovation of dilapidated dormitories

25. Which approach best sustains professional development gains among teachers?

A. One-off trainings with follow-up
B. Allow teachers to pay for their own professional development
C. Sending teachers on long study leave with pay
D. **Continuous cycles of training and follow-up**

26. A robust monitoring and evaluation (M&E) framework should include:

A. Only qualitative anecdotes
B. No baseline data but targets
C. **Indicators and baseline data**
D. Financial records and targets

27. According to the Safe Schools Policy and the GES Unified Code of Conduct, what procedural step must be taken before a 'Level 3' sanction can be considered?

A. The headmaster must immediately announce the sanction at assembly
B. **Referral to the Disciplinary Committee for a hearing and recommendations**
C. The student must be lashed by the Senior Housemaster as a warning first
D. The parents must be called to immediately take the student home

28. Which of the following is the primary statutory responsibility of the Ministry of Education (MoE) in Ghana?

A. Direct daily management of individual schools
B. **Policy formulation, coordination, monitoring and evaluation**
C. Conducting national exams for secondary schools
D. Issuing teacher professional licenses independently of other agencies

29. The Ghana Education Service (GES) was created primarily to:

A. Provide tertiary education oversight only
B. **Run Government schools at the pre-tertiary level**

C. Determine university admissions of SHS students
D. Manage private vocational training institutes exclusively

30. Which of these functions is not a statutory function of the Ghana Education Service?
A. Registering and supervising private pre-tertiary institutions
B. Submitting recommendations for educational policies to the Minister
C. **Issuing clearance to students**
D. Maintaining professional standards of personnel

31. Which document would most authentically reflect policy on transparency and the right to information?
A. School handbooks only
B. The Ministry of Education's Right to Information Manual
C. Teacher's Code of Conduct
D. **The Constitution of Ghana**

32. The Ministry of Education introduced an education system that allows students to dedicate almost equal time to learning at school and spending time at industry. Which of the following terms best describes this system?
A. Semester system
B. Internship program
C. **Dual system**
D. Double track system

33. Which of the following is not a primary function of a School Improvement Support Officer (SISO) in the Ghana Education Service?
A. Monitoring attendance and verifying lesson notes
B. **Recommending sanctions for defaulting teachers**
C. Coordinating and facilitating School-Based In-Service Training
D. Serving as the liaison between their circuit and the District Education Office

34. Which of the following is the best measure of an education policy's operational success?
A. Number of policy memos produced
B. The availability of the policy document
C. Sustainable finance mechanisms
D. **Increased access and learning outcomes**

35. Which of the following is the core output of MoE strategic planning?

A. A national education report
B. **A national strategic plan**
C. Strategic meeting minutes
D. Internal notes for the Minister

36. Under the Education Regulatory Bodies Act, 2020 (Act 1023), which body is responsible for the licensing and registration of private schools in a district?

A. The District Assembly
B. The District Education Directorate (GES)
C. **The National Schools Inspectorate Authority (NaSIA)**
D. The Regional Education Directorate

37. Through which statutory body does the District Director of Education exercise oversight on issues like sanitation and general indiscipline in schools?

A. **The District Education Oversight Committee (DEOC)**
B. The National Teaching Council (NTC)
C. The Conference of Heads of Schools
D. The West African Examinations Council (WAEC)

Section B

True/False Questions

Instruction: Answer all questions in this Section by identifying whether the statement provided is true or false. Circle the letter that corresponds to the correct or best option on your question paper.

COMING SOON

Section C
Fill-In Questions

Instruction: Complete each statement by writing the correct answer (word or phrase) in the space provided. Abbreviations will not be accepted unless specifically stated.

The Education Regulatory Bodies Act, 2020 (Act 1023) formally establishes the 51. **Ghana Tertiary Education Commission (GTEC)** as the body responsible for accreditation and quality assurance of tertiary institutions.

Under this Act, the 52. **National Teaching Council (NTC)** is mandated to regulate the practice of teaching, including registration and licensing of teachers.

The Act consolidates the regulation of technical and vocational education under the 53. **Commission for Technical and Vocational Education and Training (CTVET).**

To ensure standardised assessment at the pre-tertiary level, the Act grants statutory autonomy to the 54. **National Council for Curriculum and Assessment (NaCCA)** to conduct national examinations.

Finally, the Act provides for the establishment of the 55. **National Schools Inspectorate Authority (NaSIA)** to oversee inspection and supervision of pre-tertiary institutions.

The three key principles of Universal Design for Learning (UDL) are multiple 56. **means representation**, multiple 57. **means engagement**, and multiple 58. **means action and expression**.

A formal, written plan that sets school priorities, targets and resource allocations for improving teaching and learning is called a 59. **School Performance Improvement** Plan.

The classroom technique that uses short, frequent assessments to check student understanding and inform instruction is called 60. **formative assessment**.

The National Teachers' Standards (NTS) represent a shift to a 61. **competence-based** approach to teacher education.

Under the regulatory oversight of the 62. **National Teaching Council (NTC)**, the Standards are organised into three domains.

These domains are: 63. **professional value and attitude**, 64. **professional knowledge**, and 65. **professional practice**.

The Comprehensive National Teacher Policy is anchored on three pillars: teacher 66. **recruitment** and retention, teacher 67. **deployment** and development, and teacher 68. **motivation**; with cross-cutting issues of 68. **equity** and inclusion.

The United Nations agency with the mandate to lead and coordinate the Global Education 2030 Agenda is 69. (abbreviation accepted) **United Nation Education Scientific and Cultural Organization** (**UNESCO)** while 70. (abbreviation accepted) **United Nation International Children Emergency Fund** (**UNICEF**) focuses primarily on promoting the rights of children including their rights to basic quality education.

MoE/GES/AD I/2025

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

Use the following scenario to answer Questions 1, 2, 3 and 4

A mentee teacher observed her mentor using tiered activities based on the same concepts, but with different levels of complexity to facilitate learning in the classroom. The mentee noted that the mentor also created flexible working groups based on readiness and learning style and scaffolded tasks for learners who needed extra support.

1. What was the primary goal of the adopted pedagogy of the mentor?
   A. To ensure all learners complete the same assignments on time
   B. To group learners by their ability levels permanently
   C. To simplify the curriculum for struggling learners
   D. **To tailor teaching to meet individual learner needs**

2. Which of the following is not a focus of the adopted pedagogy of the mentor ?
   A. End results
   B. **Grading scale**
   C. Process
   D. Subject content

3. What was the purpose of the of the flexible grouping approach used by the mentor?
   A. **Allow learners to work in varied peer settings**
   B. Assign permanent groups based on ability
   C. Encourage competition among learners
   D. Reduce Teacher workload

4.Which one of the following is Pre-assessment activities would the mentor recommend to the mentee when the mentee is adopting the mentor's pedagogy?
   A. Determine final exam questions for learners
   B. Grade learners before instruction begins
   C. Identify learners who need to be removed from class
   D. **Understand learner's readiness levels and interests**

5. What is the primary purpose of classroom management?
   A. **To create an environment conducive to learning**
   B. To enforce strict discipline

C. To ensure students follow instructions without question
D. To maintain silence in the classroom

6. Which one of the following strategies is a proactive classroom management strategy?

A. **Establishing clear rules and expectations at the beginning**
B. Ignoring minor disruptions as you concentrate on teaching
C. Using punishment as the primary tool to control the class
D. Waiting for misbehaviour before responding

7. Which of the following is a benefit of using of using positive reinforcement in the classroom?

A. It eliminates the needs rules
B. It encourages repeated misbehaviour
C. It makes students fear the teacher
D. **It promotes desired behaviour**

8. A teacher using assertive discipline will

A. avoid confrontation at all costs
B. be passive and let students lead
C. **clearly state expectations and enforce rules**
D. use sarcasm to control behaviour.

9. Which of following is not a value of education?

A. Empathy
B. **Entitlement**
C. Honesty
D. Responsibility

10. What is the core mandate of the Ghana Education Service?

A. To develop national curriculum on education for implementation.
B. To formulate approved national policies and programmes on education.
C. **To implement approved national policies and programmes on education.**
D. To prepare approved salary structure for teachers.

11. Planned activities to implement in the classroom are best known as …..

A. instructional procedure
B. **lesson plans**
C. Rules and regulations

D. school curriculum

Use the following scenario to answer Questions 12, 13, 14, 15 and 16

A teacher adopts a pedagogy that progressively shifts responsibility of learning activities from the teacher to learners. The teacher provides appropriate instructions, assist learners and then allows them to work in groups and eventually, as individuals, to undertake an assignment. Though the teacher provides promptings occasionally, learners basically work on their own to solve problems.

12. The observed teaching strategy moves through sequential stages of
    A. Focused instruction, Collaborative learning, Guided instruction, Independent learning.
    B. **Focused instruction, Guided instruction, Collaborative learning, Independent learning.**
    C. Guided instruction, Focused instruction, Collaborative learning, Independent learning.
    D. Guided instruction, Independent learning, Focused instruction, Collaborative learning

13. An intended outcome of this teaching strategy is to
    A. allow for interaction time between teachers and students.
    B. **Facilitate independent studies on the part of students.**
    C. give teachers more time to prepare to prepare their scheme of learning.
    D. improve students' attention to teaching.

14. Which of the following is not a benefit of the observed teaching strategy?
    A. Improved student academic performance.
    B. Increased student chances to be creative.
    C. **Increased student dependency on teachers**
    D. Increased student motivation and confidence.

15. What teaching strategy was adopted by the teacher?
    A. Cooperative Learning
    B. **Differentiated instruction**
    C. Gradual Release of Responsibility
    D. Team Teaching for Accountability

16. The teaching strategy adopted by the teacher enables the learners to learn

I. social skills by interacting with one another
II. to be independent from the teacher
III. to think for themselves IV. focus only on knowledge acquisition

A. IV only
B. **I, II, III & IV**
C. I, II, & III & only
D. I, & II only

17. In a learner-centred school, the school head is expected to encourage

A. parents to design the curriculum.
B. students to design the curriculum.
C. teachers to avoid tests assessments.
D. **teachers to draw on learners' existing knowledge.**

18. The following are some of the specific duties of Ghana Education Service, except to

A. develop educational policies and programmes.
B. implement educational policies and programmes.
C. maintain professional standards and the conduct of its personnel.
D. register teachers and keep an up-to-date register of all teachers in the public system.

19. A test that measures a Student's knowledge or skill in relation to a curriculum standard is

A. **criterion-referenced.**
B. issue-referenced.
C. norm-referenced.
D. textbook reference.

20. Which of the following statements about interdisciplinary teacher teaming is not correct?

A. **In teams, teacher preferences and power can result in one subject dominating other subjects.**
B. Teaming is intended to accommodate curricular constructed around contemporary subjects and problems rather than separate subjects.
C. Teams are usually more open to considering change than are traditional academic departments.
D. None of the above.

21. Which of the following statement accurately describes the process

of reaching consensus?

A. Consensus involves determining which fraction's position will prevail.
B. **Consensus involves reaching a decision everyone can accept.**
C. Consensus is another term for voting.
D. Consensus is the process of reaching an idea decision.

22. A multi-track, year-round school calendar refers calendar intended to

A. decrease the functional capacity of a school
B. deceased the need for storage space.
C. **increase the functional capacity of a school.**
D. reduce staffing needs

23. Which of the following statements about teacher performance evaluation is not correct?

A. The process can be both formative and summative.
B. The process can be formative
C. **The process can be neither summative nor formative.**
D. The process can be neither nor summative.

24. The governing body of the Ghana Education Service is the

A. Conference of Directors of Education.
B. **Ghana Education Service Council.**
C. Ghana Education Service Management.
D. The Minister of Education.

25. Lifelong learning is driven by the goal of

A. acquisition of education certificates.
B. **continuous learning.**
C. improving school attendance.
D. improving test scores.

26. The School Management Committee (SMC) was established to help

A. ensure greater participation in governance by the directorates at the basic level.
B. **ensure greater stakeholder participation in governance at the basic level.**
C. improve governance at the senior high school.
D. improve governance at the tertiary level.

27. As a strategy to improve schools, which of the following statements is false about intensification mandate

A. **They are imposed on schools by external**

stakeholders.

B. They are uniformly applied to all schools.
C. They require schools to do more of what they already were doing.
D. They require schools to use their plans to drive improvement.

28. What is school philosophy?

A. **School philosophy addresses the shared values and beliefs of the school.**
B. School philosophy describes the shared purpose of the school.
C. School philosophy entails the strategies for reaching the preferred future.
D. School philosophy is the share preferred future of the school.

29. Which of the following best describes the focus of inclusive education?
To …..

A. Integration of basic, secondary and tertiary systems of education.
B. Integration of various subjects discipline such as arts, science and business.
C. Participation of all staff in decision making including non-teaching staff.
D. **Participation of all students in schools including those with disabilities.**

30. The principal strategy adopted for Universal Design for Learning (UDL) is

A. **Adopting multiple ways of representing content to Learners.**
B. Asking parents to sign the completed assignment of learners
C. Giving learners quizzes at the end of every lesson.
D. Inviting parents to attend school meeting, open days.

31. The Education Regulatory Bodies Act, 2020 (Act 1023) is an Act that

A. **Establishes the Commission for Technical and Vocational Education and Training**
B. Establishes the complementary Education Agency
C. Merges the Ghana Tertiary Education Commission.
D. Merges the National Teaching Council and National

32. Which one of the following is a process of obtaining numerical values for students characteristic?

A. Assessment
B. Evaluation
C. **Measurement**
D. Test

33. A formative and systematic procedure of getting information about how much students have learnt is .....

A. **Assessment**
B. Evaluation
C. Measurement
D. Test

34. The type of evaluation that monitors learning progress is..... evaluation

A. Diagnostic
B. **Formative**
C. Placement
D. Summative

35. The learning strategy that utilizes the practice of using both online and in-person learning experience when teaching student is referred to as.....

A. **Blended learning**
B. Distance learning
C. Virtual learning
D. Zoom learning

36. The purpose of evaluating in Education is to .....

A. Assign a mark or score to students
B. Measure the achievements of students
C. Test the students in a subject
D. **Make judgment about the quality of learning**

37. Effective classroom management strategies do not include.....

A. Encouraging initiative
B. Letting students help establish guidelines
C. Measuring idea behaviour
D. **Providing textbooks.**

38. The only apex disciplining authority that has the power to endorse any recommendation to summarily dismiss a teaching and non-

teaching personnel from the BEST is the .....

A. Board of Governors
B. Director General of Ghana Education Service (GES)
C. **Ghana Education Service (GES) Council**
D. Ministry of Education

39. Which of the following statements accurately describe differentiated introduction?

A. Differentiated instruction breaks the lesson notes into in smaller units
B. Differentiated instruction facilitates the timely completion of lessons
C. **Differentiated instruction is a teacher response to meeting the needs of learners.**
D. Differentiated instruction works best with a homogenous learners group

40. Teachers facilitate effective learning in classroom when.....

A. A students destructive behaviour is addressed at the end of the class.
B. Scheme of work replaces lesson plan
C. **Students help in establishing classroom guidelines.**
D. Verbal communication serves as the only means of communication (behaviour is addressed at the end of class)

41. The re-appointment of a teacher who was on interdiction as a result of disciplinary decision, but cleared of all charges is referred to as.....

A. **Re-instatement**
B. Reactivation
C. Recruitment
D. Replacement

42. The National Teachers Standards is divided into three 3 domains, namely .....

A. Professional Practice, Professional Associations, Professional License
B. Professional Practice, Professional Knowledge, Professional License
C. Professional Practice Professional Attitude, Professional Association, Professional Practice
D. **Professional Practice, Professional Values and Attitudes, Professional Knowledge, Professional Practice**

43. What is the contract of appointment in the Ghana Education Service GES that regulates relationship between the GES and Teachers?

A. Scheme of Service
B. Scheme of Work
C. **Terms and Conditions of Service**
D. Workman's compensation

Use the following Scenario to Answer Question 43 to 46.

A teacher taking up assignment at a new school was told by the school head during orientation that a teacher in this school has been examine one's alignment of actual classroom practice before, during and after a course is taught. The school head stressed that teachers in the school plan, experience and evaluate and the new teacher is to adopt this teaching pedagogy.

43. The culture shared by the school head enables the teachers to...

A. Conduct self-assessment of their instructional techniques.
B. **Set the ground rules in the classroom.**
C. Stay with the instructional pedagogy.
D. Work independently in the classroom.

44. Which of the following statements is true about the culture in the school. The school creates conditions for..

I. Practice based learning, settings to support learnings from one's professional experience
II. Utilization of knowledge transfer from formal acquisition to knowledge.
III. Adoption of observation checklist to guide practice.

IV. Peer classroom observation.

A. **I, II and III**
B. I, II and IV
C. I, III and IV
D. II, III and IV

45. What school culture is been shared by the head by the head?

A. Innovative practice
B. **Reflective Practice**
C. Student Centered Practice
D. Teacher Centered Practice

46. Which of the following statements is true about school's climate and culture?

A. The school climate is another word for school culture.
B. **The school climate is part of the school culture.**
C. The school culture is part of the school climate.
D. The school culture is used in JHS and SHS.

47. Which of the following theories is multiple causation a defining characteristics of needs?

A. Classical theory of management
B. Needs theory of management
C. School theory of management
D. **System theory of management**

48. In which of the following situations would peer teaching be adopted as a classroom management strategy? When …..

A. Colleagues teachers can teach the same topic
B. The class teacher has to attend staff meeting.
C. The class teacher is marking assignments
D. **Top performers in class can help the struggling students**

49. One of the key learning objectives of "SDG 4" is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all is that the learner .....

A. Knows the basic principles of sustainable planning and building and can identify opportunities for making their own area more sustainable and inclusive.
B. Understand that inequality is a major driver is a societal problems and individual dissatisfaction.
C. Is able to identify their individual rights and clarify their needs and values related to work.
D. **Is able to recognize their intrinsic values of education and to analyze and identify their own needs in their personal development.**

50. Effective classroom management strategies do not include …..

A. Encouraging initiative
B. Letting students help to establish guidelines.
C. Modeling idea behaviour.
D. **Providing textbooks**

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

51. The District Education Oversight Committee (DEOC) is a structure to facilitate community participation in education.
    A. **True**
    B. False

52. The Capitation Grant was introduced in basic schools to remove fees as barrier to access to Education.
    A. **True**
    B. False

53. An attribute of good governance GES and is non-delegation of management control of an institution.
    A. True
    B. **False**

54. The core function of Ghana Education GES is to formulate approved structure and content on Education in the country.
    A. True
    B. **False**

55. A school's informal organization refers to the structure of extra-curricular activities.
    A. **True**
    B. False

56. Giving teachers the authority and responsibility to apply their own professional knowledge to making decisions in their area of responsibility is an important aspect of collegiality.
    A. **True**
    B. False

57. Teachers survey is not an effective process for collecting data about institutional effectiveness.
    A. True
    B. **False**

58. Norm-referenced tests cannot used to improve instruction.
    A. **True**

B. False

59. Value-added assessment focuses on students learning gains in an academic year.

A. **True**
B. False

60. Complexity in school scheduling relates to meeting the different needs of students.

A. **True**
B. False

61. National School Inspectorate Authority (NaSIA) is headed by the Director General of Ghana Education (GES) .

A. **True**
B. False

62. The key focus of Education 2030 Agenda underlines the importance of citizenship education.

A. True
B. **False**

63. Learning for active citizenship as a pillar of learning Promotes commitment to Sustainable human and social development.

A. **True**
B. False

64. Sustainable Development Goal (SDG) 4 directly pertain to education.

A. **True**
B. False.

65. School heads should refrain from conducting community surveys.

A. True
B. **False**

66. Novice teachers socialized in order to perpetuate the culture of the school.

A. **True**
B. False

67. Teachers exercise leadership in their schools in their operations.

A. **True**
B. False

68. Lifelong learning is driven by the goal of achieving education

sustainability.

A. **True**
B. False

69. The School Management Committee (SMC) was established to help ensure greater stakeholder participation in governance at the basic level.

A. **True**
B. False

70. Teacher survey is not an effective process for collecting data about instructional and organizational effectiveness.

A. True
B. **False**

MoE/GES/AD II/2025

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following best explains the relationship between the Ministry of Education (MOE) and the Ghana Education Service (GES)?

A. Both MoE and GES perform the same functions
B. The GES formulates policies while the MOE manages schools
C. The MoE implements policies created by GES
D. **The MoE provides policy direction, while the GES implements policies**[1]

2. According to the Ghana Education Service Act (Act 506, 1995), the Ghana Education Service was established to

A. **decentralize and manage the delivery of education services**
B. handle only tertiary education administration
C. privatize education in Ghana
D. replace the Ministry of Education

3. Which of the following is a key function of the Ministry of Education that distinguishes it from GES?

A. **Developing national education policies**
B. Posting head teachers
C. Recruiting teachers
D. Supervising basic schools[2]

4. Which of the following scenarios shows how GES applies policies from the MoE?

A. GES abolishes school fees independently of the MoE
B. **GES ensures teachers implement the MoE's Free SHS policy at the school level**
C. GES formulates Free SHS and provides funding
D. GES prepares the national budget for the education sector[3]

5. The Education Regulatory Bodies Act, 2020 (Act 1023) is an Act that

A. **establishes the Commission for Technical and Vocational Education and Training**
B. establishes the National Accreditation Board

C. merges the Ghana Education Service and Ghana Tertiary Education Commission
D. merges the National Teaching Council and the National Inspectorate Board

6. Which of the following is not a function of the National Teaching Council?
A. Accredit institutions offering teacher education and development programmes
B. **Issue license and accreditation to pre-tertiary institutions in Ghana**
C. Issue temporary certification to unqualified persons who desire to teach
D. Provide a framework for the development of teacher education curriculum

7. Which statement is correct about the National Council on Curriculum and Assessment (NaCCA) and the Ministry of Education (MOE) in curriculum development?
A. GES creates a new curriculum, while NaCCA approves textbooks
B. MoE and NaCCA jointly design and approve textbooks
C. MoE designs the syllabus, while NaCCA distributes textbooks
D. **MoE supervises policy on curriculum, while NaCCA implements**[4]

8. Which of these is not an agency of the Ministry of Education?
A. **Council for Scientific and Industrial Research**
B. Ghana Book Development Council
C. Ghana Commission for UNESCO
D. Ghana National Research Fund

9. Which statement best describes decentralization within the GES?
A. GES Headquarters directly manages all public schools
B. GES Headquarters takes all school management decisions
C. Only school heads are responsible for policy implementation
D. **Regional and district directorates implement policies at local levels**

10. When NaCCA releases a new ICT Curriculum in education, what is the immediate responsibility of GES?
A. To formulate an ICT policy for government approval

B. To provide laptops for teachers at once
C. To revise the ICT curriculum
D. **To supervise teachers in implementing the curriculum**[5]

11. Which of the following best explains the goal of classroom management?

A. To eliminate all forms of noise completely
B. **To establish order for effective teaching and learning**
C. To make students fear the teacher
D. To punish misbehaving students

12. Classroom rules are most effective when they are

A. **created jointly with students and explained clearly**
B. imposed without student input
C. only announced once at the beginning of the term
D. written in complex language

13. Which management purpose is a U-shape classroom arrangement most likely to serve?

A. Allowing students to copy notes easily
B. **Encouraging whole-class discussion and participation**
C. Preventing group interaction
D. Promoting individual quiet study only

14. Which management approach shows a proactive strategy to curb students' lateness?

A. Allowing students to explain their excuses
B. Ignoring the lateness
C. Punishing them daily
D. **Setting clear routines and expectations for punctuality**[6]

15. Mr. Osei's behaviour primarily fails to meet which of the following National Teachers' Standards (NTS) regarding Professional Values and Attitudes?

A. **The requirement to engage with colleagues and the wider school community to support school goals**
B. The requirement to keep their professional knowledge and skills up to date
C. The requirement to possess a good knowledge of the curriculum and subject matter
D. The requirement to use a variety of assessment methods

16. In refusing the Headteacher's instruction to supervise cleaning, Mr. Osei has breached the GES Code of Conduct regarding

A. absenteeism and lack of punctuality
B. improper use of school funds
C. inappropriate relationship with learners
D. **insubordination and failure to comply with a lawful instruction**

17. Madam Esi has failed to uphold the NTS on Professional Practice which requires teachers to

A. assess pupils' learning using multiple methods
B. **create an inclusive learning environment**[7]
C. demonstrate curriculum knowledge
D. maintain a safe and orderly classroom

18. By refusing to adjust seating, Madam Esi failed to demonstrate

A. **Differentiation**[8]
B. Scaffolding
C. Summative Assessment
D. Team Teaching

19. Which of these actions demonstrates positive reinforcement in classroom management?

A. Giving extra homework for misbehavior
B. Ignoring good behavior
C. **Praising a student for completing work on time**
D. Punishing latecomers

20. Effective classroom management supports learning by

A. creating fear among learners
B. focusing only on slow learners
C. **minimizing distractions and maximizing engagement**
D. reducing instructional time

21. The teaching strategy whereby students are grouped for peer teaching supports

A. avoidance of group work
B. **collaborative and active learning**[9]
C. individual competition only
D. teacher-centered instruction

22. What is the main purpose of establishing routines in class?

A. To eliminate misbehavior completely

B. **To ensure predictability and smooth classroom flow**[10]
C. To give teachers more authority
D. To reduce student-teacher interaction

23. Which of the following reflects preventive classroom management?
A. Ignoring misbehavior until it escalates
B. Removing students from class often
C. **Setting clear expectations before misbehavior occurs**[11]
D. Waiting until students misbehave before reacting

24. A teacher who calmly discusses expectations instead of shouting demonstrates
A. avoidance of responsibility
B. **emotional control and constructive discipline**
C. passive acceptance of misbehavior
D. strict authoritarianism

25. According to Behaviorism, learning occurs mainly through
A. Internal cognitive processes
B. Observation and imitation only
C. Problem-solving and reflection
D. **Stimulus-response connections and reinforcement**[12]

26. Which learning theory emphasizes mental processes like memory and thinking?
A. Behaviorism
B. **Cognitivism**[13]
C. Constructivism
D. Humanism

27. Which is an application of Constructivist theory?
A. Memorization without context
B. Strict drill and practice
C. **Students work on projects and discover solutions**[14]
D. Teacher lectures only

28. Correct SBC hierarchy from broadest to specific
Correct Answer: **Strand → Sub-Strand → Content Standard → Indicator**

29. Which is NOT a Core Competency in SBC?

A. Critical Thinking
B. Cultural Identity
C. Digital Literacy
D. **Rote Memorisation and Recall**

30. In the context of the Standards-Based Curriculum, how is Assessment for Learning (AFL) distinct from Assessment of Learning (AOL)?

A. AfL is strictly peer-based, whereas AoL is teacher-led.
B. AfL is used to grade students at the end of a term, whereas AoL is for placement.
C. **Afl occurs continuously during the instructional process to provide feedback, whereas AoL evaluates cumulative achievement at the end of a period.**
D. There is no distinction.

QUESTIONS 31 – 36 ARE MISSING

37. Which of the following scenarios demonstrates formative assessment?

A. **Continuous quizzes given during lessons to adjust teaching**[15]
B. End-of-term examination
C. Final-year project defense
D. National standardized test

38. Summative assessments are most useful for

A. Diagnosing learning difficulties
B. Giving immediate feedback during a lesson
C. **Making final judgments about learning outcomes**[16]
D. Monitoring ongoing learning progress

39. A teacher who uses both projects and class tests to measure performance, utilises

A. alternative assessment only
B. **multiple assessment methods**[17]
C. summative evaluation alone
D. test reliability

40. Which of the following reflects a criterion-referenced assessment?

A. Comparing student scores with a national average
B. **Measuring student performance against pre-set learning standards**[18]
C. Predicting performance using IQ scores
D. Ranking students against each other

41. Which assessment type best identifies a student's strengths and weaknesses at the start of a course?

A. **Diagnostic**[19]
B. Formative
C. Norm-referenced
D. Summative

42. A teacher gives students a group project that requires applying theory to real-life situations. This is an example of

A. **Authentic assessment**[20]
B. Diagnostic testing
C. Norm-referenced assessment
D. Summative examination

43. Reliability in assessment means the test

A. covers all topics in the curriculum
B. is easy for all learners
C. measures what it claims to measure
D. **produces consistent results over time**[21]

44. Validity in assessment ensures that

A. all questions are multiple-choice
B. results are similar when repeated
C. **the test actually measures the intended learning outcomes**[22]
D. the test is difficult enough to challenge students

45. Continuous assessment is most beneficial because it

A. eliminates the need for exams completely
B. focuses only on teacher performance
C. provides feedback only at the end of a course
D. **tracks learning progress throughout instruction**[23]

46. Which of the following is a limitation of norm-referenced assessment?

A. It emphasizes skill application
B. It measures performance against set criteria
C. **It promotes competition rather than mastery of content**[24]
D. It shows how well learners meet learning objectives

47. Portfolio assessment helps teachers to

A. record only test scores

B. **track student growth through collected works**[25]
C. eliminate project work
D. replace all exams with presentations

48. If a student consistently performs well on practice tests but poorly on the final exam, which assessment issue is most likely present?
A. Lack of fairness
B. Lack of reliability
C. Lack of scoring rubrics
D. **Lack of validity**[26]

49. Which of the following is an example of alternative assessment?
A. Essay examination
B. Multiple-choice test
C. **Oral presentation with rubric-based grading**[27]
D. Standardized tests

50. A teacher gives a short quiz after teaching a new concept. The main purpose of this is
A. summative judgment
B. **immediate feedback for learning adjustments**
C. comparing students across the country
D. final grading

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

59. Evaluation is broader than assessment because it involves making value judgments about both teaching and learning outcomes.

A. **True**[28]
B. False

60. A test can be reliable but not valid.

A. **True**[29]
B. False

61. Norm-referenced assessment measures student performance against set standards or objectives.

A. True
B. **False**[30]

62. Inclusive education means separating learners with disabilities from mainstream classrooms for specialized teaching only.

A. True
B. **False**[31]

63. A teacher is permitted to engage in private trade or transact private financial business on the school premises during school hours, provided it does not interfere with their scheduled lessons.

A. True
B. **False**[32]

64. If a staff member's work performance is proven through appraisal to be below the set standard, they must be sanctioned immediately to maintain high standards.

A. True
B. **False**[33]

65. A teacher who prepares their lesson notes during the lesson period is acting within the professional guidelines, as long as the notes are completed by the end of the class.

A. True
B. **False**[34]

66. It is mandatory for teachers to take part in approved co-curricular activities, such as sporting and cultural events, field trips, and club activities.

A. **True**[35]
B. False

67. Education for Sustainable Development (ESD) equips learners with knowledge and values to address environmental, social, and economic challenges.

A. **True**[36]
B. False

68. STEM education is considered essential because it prepares learners with skills for innovation and solving real-world problems.

A. **True**[37]
B. False

69. Any act of misconduct by a staff member that is not expressly listed or mentioned in the Code of Conduct cannot be punished.

A. True
B. **False**[38]

70. Continuous professional development (CPD) for teachers is unnecessary in the face of rapid policy and curriculum changes.

A. True
B. **False**[39]

MoE/GES/DD/2024

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. The act number assigned to Ghana's education regulatory bodies is .....

A. 1024
B. **1023**
C. 744
D. 545

2. Per the Ghana Education Service Regulatory Bodies Acts 2020, how many bodies does the Ministry of Education have?

A. 7
B. 6
C. **5**40
D. 4

3. Ghana's Education Strategic Plan (ESP) 2018 to 2030 was built on access, equity, quality, relevance, efficiency and effectiveness was based on .....

A. sustainability
B. dependability
C. collaboration
D. **accountability**

4. The Ghana Education Service (GES) council is composed of ..... members.

A. **twelve (12)**41
B. ten (10)
C. fourteen (14)
D. fifteen (15)

5. Which of the following statements best illustrate adaptive way of teaching a lesson?

A. **The teacher uses multiple ways of presentation**42
B. The teacher always uses games to introduce the lesson
C. Only summative assessment is used to assess least number of learners
D. All learners are giving the opportunity to participate in the lesson

6. ..... involves taking responsibility for an individual's own actions, making sure that they have been asked to perform and always putting the interests and needs of the individuals they are supporting first.

A. Supervision and instructions
B. Equity and equality
C. Assessment and supervision
D. **Accountability and quality**

7. When was the Ghana Education Service established?

A. 1957
B. 1958
C. 1982
D. **1974**

8. The tenure of office of member of the GES Councils is .....

A. five years.
B. **four years.**43
C. three years.
D. two years.

9. Which of the following is not a core subject in the Ghanaian education curriculum?

A. Mathematics
B. **Physical Education**
C. Science
D. Social Studies

10. What is the legal age range for students in Junior High School in Ghana?

A. **12-14**
B. 14-17
C. 16-29
D. 6-14

11. Which of the following is **not** effective in managing a classroom at the foundational
level?

A. Let learners help in establishing classroom rules
B. Model acceptable behaviour
C. Praise good behaviour
D. **Punish the whole class when they misbehave**

12. Which of the following is an example of proactive classroom management?

A. Ignoring disruptive behaviour in the classroom

B. **Implementing a behaviour plan based on student's individual needs**
C. Reacting impulsively to student misbehaviour
D. Waiting until a behaviour problem arises before addressing it

13. Which of the following is an example of a preventative classroom management
strategy?

A. **Establishing a classroom routine and schedule**
B. Ignoring disruptive behaviour in the classroom
C. Implementing harsh consequences for infractions.
D. Sending a student to the principal office for misbehaviour

14. Which of the following is an example of a positive reinforcement strategy in classroom management?

A. **Giving a student a sticker for completing their work on time**
B. Ignore manual disruptive behavior in the classroom
C. Taking away recess time from his behavior
D. Yelling at your students for taking out of turn

15. Which of the following is an example of a restorative practice in classroom management?

A. **Discussing the impact of a student's behavior with class**
B. Ignoring disruptive behavior in the classroom
C. Implementing harsh consequences for infractions
D. Suspending a student for fighting with peer

Read the passage below and use it to answer questions 16 - 20 .

Mrs. Ama Mensah, an experienced teacher has recently been appointed as the head of a Senior High School. The school, while better equipped than most, still faces significant challenges to the high students to teacher ratio and the integration of new technology integrated curriculum.

Mrs. Mensah is particularly focused on implementing a district wide initiative aimed at integrating ICT (Information Communication Technology) into all aspects of the curriculum to enhance learning outcomes and prepare students for a digital world. How she encounters resistance from veteran teachers who are less familiar with technology as well ss from parents concerned about too much screen time.

To address these challenges Mrs. Mensah organizes professional development world ICT workshop for teachers and also initiates community engagement sessions with parents on the basis of ICT in education and how it can be balanced with traditional learning methods.

16. Which of the following best describes the challenges that Mrs. Mensah's faces from veteran teachers and concerns from parents in integrating ICT?

A. **Cultural and habitual inertia.**
B. Financial constraints
C. Lack of governance supports
D. Technological inadequacy

17. What underlying strategy is reflected in Mrs. Mensah‘s approach to organizing professional development workshop for teachers?

A. Authoritarian enforcements
B. **Capacity building and empowerment**
C. Compliance and monitoring
D. Penalizing non compliance

18. To address the challenges Mrs. Mensah faced, what strategy did she adopt?

A. Lack of government support
B. Compliance and monitoring
C. **Organizes professional development workshops**
D. Penalizing noncompliance

19. The teacher licensing arrangement in Ghana comes with the following benefit accept .....

A. eliminate poor performing teachers
B. **eliminate poor teachers**
C. enhance discipline among teachers
D. make teaching a professional activity

20. What did Mrs. Mensah want to focus on?

A. Penalizing teachers for non-compliance
B. Financial constraints
C. Authoritarian enforcement
D. **Implementing a district wide initiative aimed at integrating ICT into all aspects of the curriculum**

21. The call for a universal learning design and friendly environment for Ghana education system can be linked to .....

A. child protection
B. **inclusive education**
C. lifelong learning
D. the free SHS policy

22. How many ranks do we have in the GES (Ghana Education Service)?

A. 6
B. 8
C. 12
D. **13**

23. How many directories does Ghana Ministry of Education have?

A. **6**44
B. 7
C. 8
D. 9

24. Sector ministries are required by the law to establish a ministerial Advisory Board to advise the ministry on various relevant issues.

Which of the following is not required to be in the Advisory Board of Ghana's Ministry of Education?

A. Chairman of the Ghana Education Service (GES) Council
B. Director General of Ghana Tertiary Education Commission
C. Director general of Ghana Education Service (GES)
D. **Representative of the Ghana National Campaign**

25. All the following are ROLE expectations of teacher association, except .....

A. control of the behavior of the members
B. organized in service training
C. participate in member activities
D. **seek the interests of management**

26. The Education Regulations Body Act (Act 1023) established the National Schools Inspectorate Authority with three (3) main responsibilities.

Which one of the following is **not** among these responsibilities?

A. **Develop school curriculum**
B. Enforce school standards
C. Evaluate schools
D. Inspect schools

27. The main goal of school education is to develop .....
A. Knowledge, relationship and skills
B. Needs, behavior and skills
C. **Skills, attitude and knowledge**
D. Skills, behavior and attitude

28. The main function of an educational system is .....
A. mold aspiration
B. **mold character**
C. mold desires
D. mold society

29. According to the Choice Theory, the teachers attitude towards learning is motivated by .....
A. **Belongingness, power, freedom and fun.**
B. Love, power, fun and observation.
C. Power, intelligence, skills and observation.
D. Skills, knowledge, duty and love.

30. Current theories of classroom management see the teacher as a .....
A. dictator
B. director
C. **guide**
D. leader

31. Which one of the following is **not** a classification of filling files?
A. **Systematic classification**
B. Numerical classification
C. Chronological classification
D. Alphabetical classification

32. The geographical classification of filling files are arranged in .....
A. number
B. **location**
C. letter
D. content

33. Initial letters written in formal language to communication in solutions to answer is referred to as .....
A. minutes
B. memos
C. invoice
D. **correspondence**

34. Which of the following in Ghana has the objectives of equitable educational opportunity and their prioritization of their disadvantaged in their society?

A. Disability law
B. **Inclusive education system**
C. Right to education
D. Special education provision

35. Standardized tests are used to .....

I. evaluate a learner's understanding and knowledge
II. evaluate admissions potential for a learner
III. assess language and technical skills proficiency
IV. assess aptitude for a career in the armed forces

A. I, II, III and IV
B. **I, II and III**
C. I and IV
D. I and III

36. School head is about to take leadership of a low performing school. One of the school head's first goal will be to evaluate teacher quality in their school. The school head can best begin the process by .....

A. **arranging to observe lessons**
B. comparing students grade on each subject area across classrooms
C. having each teacher complete a teaching self-evaluation
D. interviewing each teacher about his or her teaching practices

37. Which of the following purposes of assessment is often associated with letter grade or number?

A. Assessment as learning
B. Assessment for learning
C. Assessment from learning
D. **Assessment of learning**

38. The process through which stress absorb carbon dioxide and oxygen to aid briefing is known as .....

A. purification
B. **photosynthesis**
C. oxidation
D. foliage

39. Which of the following is **not** classified as one of the anti-social

element of societies in contemporary terms?

A. Pick pocketing
B. **Mental illness**
C. Drug sniffing
D. Child prostitution

40. The Ghana Education Service (GES) approved age for voluntary retirement is at what age?

A. 48 and 60 years
B. **45 and 60 years**
C. 44 and 60 years
D. 40 and 60 years

Section B

True/False Questions

Instruction: Answer all questions in this Section by identifying whether the statement provided is true or false. Circle the letter that corresponds to the correct or best option on your question paper.

41. The Ghana Ministry of Education overseas all levels of education in the country.

A. **True**
B. False

42. The Ghana Education Service is separate from the Ministry of Education and is responsible for implementing educational policies and programs.

A. **True**
B. False

43. The Ministry of Education primarily focuses on higher education institutions such as universities and colleges of education.

A. True
B. **False**

44. The Ghana Education Service is responsible for developing and implementing pre-tertiary school curriculum in Ghana.

A. True
B. **False**46

45. The Ghana Education Service recruits and train teachers in all public schools.

A. **True**
B. False

46. The Ghana Ministry of Education is responsible for providing financial assistance to needy students through scholarship programs.

A. **True**47
B. False

47. Effective classroom management only addresses negative behavior and consequences of the problem.

A. True
B. **False**

48. Restorative justice practices in schools focus on punishment and exclusion of students who misbehave.

A. True
B. **False**[48]

49. Effective classroom management is solely the responsibility of the teacher, parents, janitors and students.
A. True
B. **False**[49]

50. A teacher's ability to effectively manage a classroom is largely determined by their personality traits and cannot be developed through training and professional development.
A. True
B. **False**

51. Proactive classroom management strategies focus on preventing behavior problems rather than reacting to them.
A. **True**
B. False

52. Time management is **not** a critical skills for professional working in an office setting. What is critical is personal development and motivation.
A. True
B. **False**

53. Using personal e-mail for work related communication is acceptable in some situations in the workplace.
A. **True**[50]
B. False

54. Using social media during work hours is acceptable as long as it does not interfere with productivity.
A. True
B. **False**[51]

55. In Ghana, teachers must have a minimum of a bachelor's degree in education to teach at the primary level.
A. True
B. **False**

56. Digital literacy is fully important for students pursuing careers in technology.
A. **True**
B. False

57. Inclusivity should be limited to extracurricular activities **not**

academic subjects.

A. True
B. **False**

58. The Ghanaian education system has recently heavily influenced by the western educational models philosophies such as the Latin American models.

A. True
B. **False**

Section C

Fill In Questions

Instruction: Answer all questions in this Section by filling-in the space provided on your question paper with the correct or best answer.

59. The main aim of the Education Sector Analysis (ESA) is to highlight both the strengths and .....

Answer: weaknesses of a country's educational system, providing a comprehensive and objective assessment of overall performance.

60. The four key factors to be considered for effective classroom management are .....

Answer:

(i)	Establishing clear expectations
(ii)	Creating a positive learning environment
(iii)	Active supervision and monitoring
(iv)	Encourage students responsibility and participation

61. A key component of effective school and classroom management is creating a positive .....

Answer: Learning environment.

62. SWOT stands for Strengths, Weaknesses, ...

Answer: Opportunities and threats.

63. The purpose of the Ghanaian National Education Assessment (NEA) is to .....

Answer: evaluate the effectiveness of the education system and identity areas of strength, weakness in pupil performance.

64. A school environment that supports .....

Answer: diversity can lead to better educational outcomes for all students.

65. Professional development for educators is essential for the effective integration of .....

Answer: ICTs or Educational technologies to teaching

66. One benefit of decentralisation in education is .....
Answer: increase local autonomy in decision making

67. GALOP stands for Ghana .....
Answer: Accountability for Learning Outcomes Project.

68. NELI stands for National .....
Answer: Education Leadership Institute.

69. A ..... budget indicates how funds will be obtained and utilised in a period.
Answer: financial

70. The practice of delegation power throughout an education system is known as .....
Answer: decentralization.

MoE/GES/AD I/2024

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following statement best describes the assessment for learning by the teacher?
   A. Assessment conducted at the end of teaching interaction
   B. **Assessment conducted during teaching interaction**
   C. Assessment conducted to determine grades
   D. Assessment conducted to determine grace

2. The School Management Committee (SMC) was established to help .....
   A. ensure participation in Ghana by the directorate at the basic level
   B. **ensure stakeholders participation in governance at the basic level**
   C. improve governance at the high school level
   D. improve governance at the primary school level

3. Which of the following will be undertaken in a learner centered school?
   A. Parents are encouraged to design the curriculum
   B. Students are encouraged to design their curriculum
   C. Teachers are encouraged to avoid tests and other assessments
   D. **Teachers are encouraged to develop lesson plans based on the existing knowledge**

4. Which of the following is **not** a value of the education sector?
   A. Accountability and transparency
   B. Efficient management of resources
   C. **Financial resources inflows**
   D. Quality education

5. The focus on inclusive education is to increase the .....
   A. integration of basic secondary and tertiary system of education
   B. integration of various subjects disciplines such as arts science and business
   C. participation of all staff in the decision making including non-teaching staff

D. **participation of all students in schools including those with disability**

6. The principal strategy adopted for Universal Design for Learning includes .....

A. **adopting multiple ways of representing content to their students and for students to represent learning back**
B. asking parents to sign the completed assignment to indicate that they are supervising their awards
C. giving students quizzes at the end of every lesson to assess the learning that has taken place
D. inviting parents to attend meetings with teachers and participate in their schools opening day

7. What is the core mandate of the Ghana Education Service?

A. To develop national curriculum on education to be to be implemented by the Ministry of Education
B. To formulate approve national policies and programs on education
C. **To implement approve national policies and programs on education**
D. To prepare approved salary structure for teachers for the Ministry of Education

8. The governing body of the Ghana education service is the .....

A. Director of education
B. **Ghana Education Service Council**
C. Director General of Ghana Education Service
D. Ghana Education Service headquarters

9. Which of the following statement is **not** considered among the specific duties of the Ghana Education Service?

A. **To develop educational policies and programs**
B. To maintain professional standards and conducts
C. To register the teachers and keep an up-to-date registrar of all public systems
D. To register, supervise and inspect private pre-tertiary education institutions

10. The teaching strategy that consists of the efforts of teachers to respond to the variance among learners in the classroom is commonly refer to us .....

A. cooperative instructions
B. **differentiated instructions**

C. focus instruction
D. team instruction

11. Which of the following statements best describes content and process of teaching?

A. Content is how students make sense of what they are asked to learn and process is what students are asked to learn.
B. Content is how students make sense of what they are asked to learn and process is what the teacher teaches.
C. **Content is what the teacher teaches and process is how students make sense of what they are asked to learn**
D. Content is what the teacher teaches and process is what students are asked to learn

12. The learning strategy that utilizes the practice of using both online and in person learning experience when teaching student is referred to as .....

A. **blended learning**
B. distance learning
C. virtual learning
D. zoom learning

13. Which of the following statement is true about merit and wealth in performance evaluation?

A. Both merit and worth pertain to measuring an employee's effectiveness.
B. **Merit pertains to measuring an employees' effectiveness.**52
C. Merit pertains to measuring an employee's value of the school.
D. Worth pertains to measuring an employee's effectiveness.

14. The purpose of evaluating in education is to .....

A. assign a mark or score to students
B. measure the achievement of students
C. test the student in their subjects
D. **make judgment about the quality of learning**

15. Effective classroom management strategies do not include .....

A. encouraging initiatives
B. letting students help establish guidelines
C. measuring ideal behavior
D. **providing textbooks**

16. Effective teaching recommendation include .....

I. present new materials in small steps with learner practice after each step
II. guide learners as they begin to practice
III. provide systematic feedback and corrections
IV. teachers consult parents on what to teach

A. I & II only
B. **I, II & III only**
C. I, II, III & IV
D. II & III only

17. The five principles for Leadership for Learning (LfL) includes all the following except .....

A. a focus on learning
B. **equality and equity**
C. learning dialogue
D. shared accountability

18. Lifelong learning is driven by the goal of .....

A. achieving education progress
B. **achieving education sustainability**
C. improving attendance
D. improving test score

19. A test that measures a student's knowledge or skills in relation to a curriculum standard is referred to as .....

A. **criterion referenced**
B. norm referenced
C. issued referenced
D. textbook referenced

20. The core elements of cooperative learning is to .....

A. encourage contrast between teachers and parents
B. enable students competition rather than support
C. promote ability groups
D. **showcasing the positive effects of interdependence**

21. Which of the following is **not** an enquiry used for formative assessment?

A. Show which strategies get to the point in the learning
B. **Show how student grades will be determined**
C. Where are students going in their learning?
D. Where are students now in their learning?

22. Which of the following is not a principle in managing classrooms?
A. Focusing on building relationships in the classroom
B. Preparing lesson notes before classroom engagements
C. Setting boundaries and expectations in the classroom
D. **Taking a strength-based approach in teaching**

23. The purpose of evaluation is to make ..... about students.
A. decision
B. **judgement**
C. prediction
D. opinion

24. Which of the following process is limited to quantitative description of a pupil's measures people's performance?
A. Assessment
B. Evaluation
C. **Measurement**
D. Test

25. The only apex disciplining authority that has the power to dismiss or discharge a teaching personnel from GES is the .....
A. Head of Governors
B. Director General of GES
C. **GES Council**
D. Ministry of Education

26. Which of the following statements accurately describes differentiated instruction?
A. Breaks the lesson notes into smaller units
B. Facilitates timely completion of lessons
C. **Is a teacher's response to meeting the needs of learners**
D. Works best with a homogenous group

27. Teachers facilitate effective learning in classroom when .....
A. a student's disruptive behaviour is addressed at the end of the class.
B. scheme of work replaces lesson plan.
C. **students help in establishing classroom guidelines.**
D. verbal communication serves as the only means of communication.

Use the following scenario to answer questions 28, 29, 30 and 31.
A novice teacher noted on a particular day that the teacher to be observed has the students working in groups outside the classroom.

The topic for the day was waste management and the novice teacher observed that the teacher was working around the compound looking at the school waste disposal system and taking notes.

28. The teaching strategy adopted by the teacher enables students to .....

A. **Apply knowledge in the classroom to solve real world problems**
B. Familiarize themselves with the school compound
C. Focus only on what they are learning in the classroom
D. Illustrate how to use a taught concept

29. Which learning strategy is the teacher promoting in the school?

A. Group based learning
B. **Problem based learning**53
C. Standards based learning
D. Students based learning

30. The teaching strategy of the teacher is aimed at developing in the students .....

I. critical thinking skills
II. communication skills
III. analytic thinking skills
IV. innovative thinking skills

A. I and II only
B. I, II, III only
C. **I, II, III and IV**
D. II, III, and IV only

31. Which of the following statements is true about the observed teaching strategy?

A. Students approach a challenge through the same route
B. **Students approach a challenge through different routes**
C. Students compete with one another to investigate a challenge
D. Students depend solely on the teacher for assistance to investigate a challenge

32. The core element of cooperative learning is to .....

A. encourage contracts between teachers and parents
B. foster student competition rather than student support
C. promote ability groupings
D. **showcase the positive effects of interdependence**

33. The pedagogy that is used to actively engage students in the learning process through the integration of reading, writing, discussion and practical activities is commonly known as .....

A. **activity-based pedagogy**
B. student-based pedagogy
C. brainstorming pedagogy
D. mainstreaming pedagogy

34. The end of term examinations conducted in schools are largely .....

A. **achievement tests**
B. aptitude tests
C. intelligence tests
D. standardized achievement test

35. The re-appointment of a teacher who was on interdiction as a result of disciplinary decision, but cleared of all charges is referred to as .....

A. **re-instatement**
B. reactivation
C. recruitment
D. replacement

36. Which of the following statements best describes an open school climate?

A. All decisions are made by PTA
B. **Interactions among stakeholders are promoted**
C. Parents do not participate in decision making
D. School heads only interact with teachers

37. The National Teachers Standards is divided into three (3) domains, namely .....

A. professional practice, professional associations, professional license
B. professional practice, professional knowledge, professional license
C. professional practice
D. **professional values and attitudes, professional knowledge, professional practice**

38. Which of the following statements about a multi-track-year-round calendar is correct?

A. The calendar is intended to decrease the functional capacity of a school

B. **The calendar is intended to increase the functional capacity of a school**
C. The calendar reduces staffing needs
D. The calendar decreases the need for storage space

39. Which of the following statements accurately describes the process of reaching consensus?

A. Consensus is the process of reaching an ideal decision
B. **Consensus involves reaching a decision everyone can accept**
C. Consensus is another term for voting
D. Consensus involves determining which faction's position will prevail

40. Which of the following statement best describes uncertainty as it pertains to decision making?

A. A lot of time is spent on school improvement efforts
B. **Future conditions cannot be predicted accurately**
C. Teachers are not interested in participating in school improvement efforts
D. The school head may be autocratic

41. What is school philosophy?

A. **School philosophy addresses the shared values and beliefs of the school**
B. School philosophy describes the shared purpose of the school
C. School philosophy entails the strategies for reaching the preferred future
D. School philosophy is the shared preferred future of the school

42. A conflict matrix in relation to scheduling is designed to determine which of the following?

A. Courses that cannot be scheduled at any time
B. **Courses that cannot be scheduled at the same time**
C. Courses that teachers are unwilling to teach
D. Courses that teachers cannot teach

43. Which of the following statements is not true about intensification mandates? They .....

A. are imposed on schools from external stakeholders
B. **are uniformly applied to all schools**
C. require schools to do more of what they already were doing

D. require schools to use their plans to drive improvement

44. What is the contract of appointment into the Ghana Education Service (GES) that regulates relationship between the GES and teachers?

A. Scheme of Service
B. Scheme of Work
C. **Terms and Conditions of Service**
D. Workman's Compensation

Use the following scenario to answer questions 45, 46 and 47.
A teacher taking up assignment at a new school was told by the school head during orientation that a teacher in this school is expected to examine one's underlying beliefs about teaching and learning and one's alignment with actual classroom practice before, during and after a course is taught. The school head stressed that it emanates in the school plan, experience and evaluate and the new teacher is to adopt this teaching pedagogy.

45. The culture shared by the school head enables the teachers to .....

A. **conduct self-assessment of their instructional techniques**54
B. set the ground rules in the classroom
C. stay with the instructional pedagogy
D. work independently in the classroom

46. Which of the following statements is true about the culture in the school? The school creates conditions for .....

I. Practice-based learning settings to support learnings from one's professional experience
II. Utilization of knowledge transfer from formal acquisition to knowledge
III. Adoption of observation checklist to guide practice
IV. Peer classroom observation

A. **I, II and III**
B. I, II and IV
C. I, III and IV
D. II, III and IV

47. What school culture is being shared by the head?

A. Innovative practice
B. **Reflective practice**
C. Student-centered practice
D. Teacher-centered practice

48. Which of the following statement is true about school's climate and school culture?

A. The school climate is another word for school culture
B. **The school climate is part of the school culture**
C. The school culture is part of the school climate
D. The school culture is used in JHS and school climate is used in SHS

49. Which one of the following theories is multiple causation a defining characteristic of needs?

A. Classical theory of management
B. Needs theory of management
C. School theory of management
D. **Systems theory of management**

50. In which of the following situations would peer teaching be adopted as a classroom management strategy?

A. Colleague teachers can teach the same topic
B. The class teacher has to attend staff meeting
C. The class teacher is making assignments
D. **Top performers in class can help struggling students**

51. Which of the following is true about the school's philosophy? It .....

A. **addresses the shared values and beliefs of the school**
B. describes the shared purpose of the school
C. entails the strategies for reaching the preferred future
D. is the shared preferred future of the school

52. Which one of the following statements is not correct about intensification mandates? They .....

A. are imposed on schools from external stakeholders
B. **are uniformly applied to all schools**
C. require schools to use their plans to drive improvement
D. require schools to do more of what they already were doing

53. The pursuit of moral and ethical values in their schools require teachers to .....

A. avoid promoting data-driven decision
B. cater for the needs of their constituency
C. **seek to represent all stakeholders fairly**
D. seek to represent their departments

54. Planned activities to be implemented in the classroom are best known as .....

A. instructional procedures
B. **lesson plans**
C. rules and regulations
D. school curriculum

55. One of the key learning objectives of “SDG 4” to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all is that the learner .....

A. knows the basic principles of sustainable planning and building, and can identify opportunities for making their own area more sustainable and inclusive
B. understands that inequality is a major driver of societal problems and individual dissatisfaction
C. is able to identify their individual rights and clarify their needs and values related to work
D. **is able to recognize their intrinsic values of education and to analyze and identify their own learning needs in their personal development**

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

56. Giving teachers the authority and responsibility to apply their own professional knowledge to making decision in their area of responsibility is an important aspect of collegiality.

A. **True**
B. False

57. Teacher survey is not an effective process for collecting data about instructional and organizational effectiveness.

A. True
B. **False**

58. The Ghana Education Service Act 2008 (Act 778) is the current Act governing Ghana Education Service.

A. True
B. **False**[55]

59. A school's informal organization refers to the structure of extra-curricular activities.

A. True
B. **False**

60. Value added assessment focuses on student learning gains in an academic year.

A. **True** [56]
B. False

61. Complexity in school scheduling relates to meeting the different needs of students.

A. **True**
B. False

62. School heads should refrain from conducting community surveys.

A. True
B. **False**

63. Novice teachers are socialized in order to perpetuate the culture of the school.

A. **True**

B. False

64. Teachers exercise leadership in the schools in their operations.
A. **True**
B. False

65. Lifelong learning is driven by the goal of achieving education sustainability.
A. **True**
B. False

66. The School Management Committee (SMC) was established to help ensure greater stakeholder participation in governance at the basic level.
A. **True**
B. False

67. The District Education Oversight Committee is to oversee implementation of the decentralized education system at the district and sub-district level.
A. **True**
B. False

68. The re-appointment of a teacher who was on interdiction as a result of disciplinary decision but cleared of all charges is referred to as re-instatement.
A. **True**
B. False

69. NaSIA (National Schools Inspectorate Authority) is responsible for the registration and licensing of new and existing teachers in Pre-tertiary educational institutions.
A. True
B. **False**[57]

70. Sustainable Development Goal (SDG) 4 directly pertains to education.
A. **True**
B. False

71. The key focus of Education 2030 Agenda underlines the importance of citizenship education.
A. **True**[58]
B. False

72. Learning for active citizenship as a pillar of learning promotes

commitment to sustainable human and social development.

A. **True**
B. False

73. Analytical thinking is the mental process of carefully evaluating information determining how to interpret it in order to make a sound judgement.

A. **True**
B. False

74. Student's compliance is the main goal in authoritarian approach to classroom management.

A. **True**
B. False

75. National School Inspectorate Authority (NaSIA) is headed by the Director General of Ghana Education Service (GES).

A. True
B. **False**

MoE/GES/AD II/2024

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following is not part of the membership of the Ghana Education Service?

A. **All the stakeholders in education**
B. Personnel of the Ghana Education Service pre-1995
C. Persons that may be employed for the Service
D. Teachers and non-teaching personnel in public pre-tertiary educational institutions

2. The mission of the Ministry of Education (MoE) is to provide .....

A. Compulsory technical education
B. Employment for graduates
C. Free education for all
D. **Inclusive and equitable quality education**

3.The Education Strategic Plan (ESP) of the Ministry of Education aims to .....

A. Build more senior high schools
B. Expand higher education access
C. Increase teacher salaries
D. **Provide equitable access to quality education**

4. In what year was the Ghana Education Service (GES) established?

A. **1974**
B. 1987
C. 1995
D. 2000

5. Which of the following is a core function of the Ghana Education Service (GES)?

A. Conducting and managing national promotion examination
B. Developing and implementing tertiary education curriculum
C. **Managing and implementing pre-tertiary educational policies**
D. Overseeing basic, secondary and university education

6. Which Act governs the establishment and operations of the Ghana

Education Service?

A. **Education Act 2008**[59]
B. Ghana Education Act 1995
C. Public Service Act 2001
D. Teachers Service Act 1990

7. Which of the following is an essential component of effective classroom management?

A. Allowing students to set their own rules
B. **Establishing clear rules and routines**
C. Ignoring student misbehaviour
D. Using corporal punishment

8. Which agency of the Ministry of Education is responsible for implementing policies and programmes related to higher education?

A. Complementary Education Agency
B. Ghana Library Board Authority
C. **Ghana Tertiary Education Commission**
D. National Commission for Civic Education

9. Which of the following is a form of positive reinforcement?

A. Giving a student extra homework
B. Ignoring a student's efforts
C. **Praising a student for good behaviour**
D. Removing a privilege for bad behaviour

10. What is the main purpose of using a seating arrangement in classroom management?

A. To allow students to sit with their friends
B. To establish authority and autonomy
C. To make the classroom look organized
D. **To minimize disruptions and enhance learning**

11. Which learning theory emphasizes the importance of social interactions in learning?

A. Behaviourism
B. Cognitivism
C. **Constructivism**[60]
D. Humanism

12. Which strategy can help in managing a diverse classroom effectively?

A. Allowing students to work independently at all times
B. **Differentiating instruction to meet varied learning needs**

C. Treating all students equally regardless of their needs
D. A one-size-fits-all teaching approach

13. Which type of classroom management focuses on student-teacher collaboration and mutual respect?
A. Assertive discipline
B. Behavioural modification
C. **Positive behaviour support**
D. Transactional analysis

14. Which theory of learning emphasizes the role of mental processes in understanding how people learn?
A. Behaviourism
B. **Cognitivism**
C. Humanism
D. Social constructivism

15. Lev Vygotsky's concept of the Zone of Proximal Development (ZPD) refers to .....
A. Skills that a learner can perform independently
B. Tasks a learner cannot accomplish, even with assistance
C. **The difference between what a learner can do with and without help**
D. The total range of a learner's abilities, competencies, and skills

16. Which classroom management technique involves giving students choices to enhance their autonomy and responsibility?
A. Assertive discipline
B. Authoritative teaching
C. **Democratic teaching**
D. Permissive teaching

17. Which of the following is an example of extrinsic motivation?
A. Helping a friend out of care
B. Participating due to interest
C. Reading for enjoyment
D. **Studying to earn a scholarship**

Read the following passage and answer the questions 18-22
Mr. Adom, a teacher at a junior high school in Accra, uses effective classroom management techniques. He establishes clear rules and routines from the first day, and involves students in creating a class agreement. He uses praise and rewards to encourage good behaviour and adopt democratic teaching style. Mr. Adom uses various

instructional strategies like group work and multimedia resources. He addresses conflicts promptly and fairly, promoting respect and cooperation. His approach results in a well-managed, engaging, and inclusive classroom environment.

18. What strategy does Mr. Adom use to maintain order?
    A. Allowing student rule-making
    B. Employing multimedia resources
    C. **Establishing clear rules**
    D. Using praise and rewards

19. How does Mr. Adom encourage good behaviour?
    A. Allowing student rule-making
    B. Employing multimedia resources
    C. Establishing clear rules
    D. **Using praise and rewards**

20. Why does Mr. Adom use a democratic teaching style?
    A. **To build collaborative skills**
    B. To motivate achievement
    C. To promote good behaviour
    D. To reach consensus

21. Why does Mr. Adom use group work?
    A. To build collaborative skills
    B. To motivate achievement
    C. To promote good behaviour
    D. **To reach consensus**

22. How does Mr. Adom handle conflicts?
    A. **Impartially**
    B. Ignores them
    C. Let students resolve them
    D. Sends to principal

Read the following passage and answer the questions 23-26

Ms. Agyeman, a primary school teacher in Kumasi, applies various learning theories. She uses Vygotsky's social constructivists theory by encouraging collaborative learning. She designs age-appropriate tasks based on Piaget's cognitive development theory and uses scaffolding to provide support, reducing this support as students gain independence. Incorporating Gardner's multiple intelligences theory, she creates activities that cater to different intelligence. Using Skinner's operant conditioning theory, she rewards positive effort. This approach ensures her students learn effectively and develop critical thinking.

23. Which theory involves collaborative learning?
    A. Behaviourism
    B. Cognitivism
    C. Multiple intelligences
    D. **Social constructivism**

24. Ms. Agyeman uses Piaget's theory to ensure that .....
    A. Individual differences are addressed
    B. Instruction is tailored
    C. **Tasks match learner age**
    D. Activities are well-implemented

25. Scaffolding in teaching involves .....
    A. Direct instruction
    B. Promoting independence
    C. **Gradual support**
    D. Group projects

26. Multiple intelligences theory ensures .....
    A. **Individual differences are addressed**
    B. Instruction suits intelligent learners
    C. Tasks match learner age
    D. Activities are well-implemented

27. Highest level in Bloom's taxonomy .....
    A. Analysing
    B. Applying
    C. **Creating**[61]
    D. Understanding

28.Dewey's educational philosophy .....
    A. Essentialism
    B. Perennialism
    C. **Progressivism**[62]
    D. Reconstructionism

29. Characteristic of a well-managed classroom .....
    A. Frequent reprimands
    B. **High engagement**
    C. Inconsistent rules
    D. Structured plans

30. Principle suggesting practice is key .....
    A. Law of effect
    B. **Law of exercise**

C. Law of primacy
D. Law of readiness

31. Constructivist strategy .....
A. **Project-based learning**
B. Rote memorization
C. Standardized testing
D. Teacher-centred lectures

32. In Maslow's hierarchy of needs, which need must be met first?
A. Esteem
B. **Physiological**
C. Safety
D. Self-actualization

33. Which of the following is an example of intrinsic motivation?
A. **Interest in language**
B. Winning medals
C. Avoiding punishment
D. Seeking reward

34. Which of the following is the primary purpose of formative assessment?
A. Assign final grades
B. Compare to standards
C. Evaluate programme
D. **Improve teaching**

35. Which approach to classroom management focuses on identifying and reinforcing appropriate behaviours?
A. Cognitive behavioural
B. Eclectic
C. **Positive behavioural support**
D. Psychoanalytic

36. Which type of assessment is designed to measure a student's performance against a set of criteria or learning standards?
A. **Criterion-referenced assessment**
B. Diagnostic assessment
C. Norm-referenced assessment
D. Summative assessment

37. Which of the following best describes a portfolio assessment?
A. **A collection of student work that demonstrates learning progress and achievements**

B. A multiple-choice test covering all subjects and knowledge areas
C. A standardized test that is given at the end of the year
D. An oral examination to assess the knowledge and skills of students

38. Which of the following is a characteristic of a reliable assessment?
A. It is easy to administer among students
B. It is fair to all students and teachers
C. It measures what it is intended to measure
D. **It yields consistent results over time**

39. A test that accurately measures what it is supposed to measure is said to have .....
A. Fairness
B. Objectivity
C. Reliability
D. **Validity**

40. Which type of assessment is typically used to identify students' strengths and weaknesses before instruction begins?
A. Benchmark assessment
B. **Diagnostic assessment**
C. Formative assessment
D. Summative assessment

41. Which of the following is an example of a formative assessment?
A. **Classroom discussion**
B. End-of-term exam
C. Final project
D. Standardized test

42. What does a high-stakes test refer to?
A. A test that covers a wide range of subject areas
B. **A test that has significant consequences for the test-taker**
C. A test that is administered frequently in the classroom
D. A test that is expensive to administer in the classroom

43. Rubrics are used in educational assessment to .....
A. Conduct standardized testing for all students
B. **Evaluate student performance based on specific criteria**
C. Measure physical fitness of all students in the school
D. Record attendance and participation of students

44. Which of the following is a major goal of inclusive education?

A. To create specialized schools for students with disabilities
B. To eliminate standardized testing for all students with disabilities
C. **To provide equal educational opportunities for all students**
D. To separate students based on their abilities and disabilities

45. The Sustainable Development Goal (SDG) 4 focuses on all the following **except** .....

A. Ensuring equitable education
B. **Ensuring free education**
C. Ensuring quality education
D. Promoting life-long learning

46. Which of the following best describes the purpose of the flipped classroom model?

A. To eliminate the need for textbooks and provide more homework for students
B. **To have students engage with learning material prior to classroom engagements**
C. To increase teacher-directed lessons and provide less homework for students
D. To provide more homework for students and increase teacher-directed lessons

47. In the context of contemporary education, what does “21st-century skills” refer to?

A. **Critical thinking, communication, collaboration, and creativity**
B. Knowledge and skills related to information technology only
C. Traditional academic skills, knowledge, and competencies
D. Vocational and technical skills and knowledge

48. Which of the following strategies can help reduce teacher burnout?

A. A. Increasing administrative tasks for teachers
B. Increasing class sizes and attendance
C. **Providing professional development and support**
D. Reducing teachers’ planning time

49. Which contemporary issue in education is most closely associated with the rapid advancement of technology?

A. **Digital divide**
B. School infrastructure
C. Standardized testing
D. Traditional teaching method

50. Global citizenship education aims to .....

A. Focus solely on local community issues and personal awareness
B. **Foster an understanding of global issues and intercultural awareness**
C. Limit students' exposure to international perspectives
D. Promote nationalistic ideals, values, and practices

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

51. The Ghana Education Service (GES) was established as part of the Public Service of Ghana in 1974.
    A. **True**
    B. False

52. The Ministry of Education (MoE) is solely responsible for higher education in Ghana.
    A. True
    B. **False**

53. The Director-General is the head of the Ghana Education Service.
    A. **True**
    B. False

54. The National Council for Curriculum and Assessment (NaCCA) is responsible for developing the curriculum for tertiary education in Ghana.
    A. True
    B. **False**[63]

55. The Free Compulsory Universal Basic Education (FCUBE) policy aims to provide free tertiary education in Ghana.
    A. True
    B. **False**[64]

56. The Education Strategic Plan (ESP) aims to provide equitable access to quality education for all Ghanaians.
    A. **True**
    B. False

57. John Dewey advocated for a traditional, teacher-centred approach to education.
    A. True
    B. **False**

58. According to Maslow's hierarchy, self-actualization is the highest level of need.
    A. **True**

B. False

59. Behaviourism emphasizes the role of internal mental states in learning.

A. True
B. **False**

60. Constructivist teaching often involves hands-on, experiential learning activities.

A. **True**
B. False

61. Extrinsic motivation is driven by external rewards or avoidance of punishment.

A. **True**
B. False

62. Positive reinforcement can be used to encourage desired behaviours in students.

A. **True**
B. False

63. Cognitivism focuses on observable behaviours rather than mental processes.

A. True
B. **False**

64. An authoritative classroom management style combines high expectations with support and encouragement.

A. **True**
B. False

65. Formative assessments are used primarily to evaluate the effectiveness of a completed instructional programme.

A. True
B. **False**

66. Norm-referenced assessments compare a student's performance to determined standard or criterion.

A. True
B. **False**

67. A valid assessment accurately measures what it is intended to measure.

A. **True**
B. False

68. Summative assessments are typically administered during the instructional process to provide immediate feedback.

A. True
B. **False**

69. Diagnostic assessments help identify students' prior knowledge and misconceptions before instruction begins.

A. **True**
B. False

70. Inclusive education seeks to provide equal educational opportunities for all students, regardless of their abilities or disabilities.

A. **True**
B. False

71. The digital divide refers to the gap between students with access to modern information and communication technology and those without access.

A. **True**
B. False

72. STEM education includes the study of Science, Technology, English, and Mathematics.

A. True
B. **False**[65]

73. A flipped classroom model typically involves students doing homework in class and watching lectures at home.

A. **True**
B. False

74. In Ghana, 21st-century skills are limited to technical and vocational skills.

A. True
B. **False**

75. One of the challenges of the COVID-19 pandemic for educational systems has been the need to transition to remote learning solutions.

A. **True**
B. False

MoE/GES/DD/2023

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. …….. involves taking responsibility for an individual's own actions, making sure they have been asked to perform and always putting the interest and needs of the individuals they are supporting first.
   A. Supervision and instruction
   B. Equity and equality
   C. Assessment and supervision
   D. **Accountability and quality**

2. The Ghana Education Service Council is composed of ……. members.
   A. **Twelve**
   B. Ten
   C. Fourteen
   D. Fifteen

3. The Act number assigned to Ghana's Education Regulatory Bodies is Act.
   A. 1024
   B. **1023**
   C. 744
   D. 545

4. Per the Ghana Education Regulatory Bodies Act 2020, how many bodies does the Ministry of Education have?
   A. 7
   B. 6
   C. **5**
   D. 4

5. Ghana's Education Strategic Plan (ESP 2018–2030), built on Access and Equity, Quality, Relevance, Efficiency and Effectiveness, is based on ……
   A. **Sustainability**
   B. Dependability
   C. Collaboration
   D. Accountability

6. Which of the following statements best illustrates an adaptive way

of teaching a lesson?

A. **The teacher uses multiple means of representation**
B. The teacher always uses games to introduce the lesson
C. Only summative assessment is used to assess least number of learners
D. All learners are given the opportunity to participate in the lesson

7. The Chief Director of the Ministry of Education is called .....

A. **Mrs. Mamle Andrews**
B. Madam Ivy Asantewaa
C. Casandra Twum Ampofo
D. Kwesi Kwarteng

8. Current theories of classroom management see the teacher as a .....

A. Dictator
B. Director
C. **Guide**
D. Leader

9. Which of the following statements is/are false?

I. Peer teaching activities such as pairing learners together can be especially beneficial for learners with confidence and poor interpersonal skills.
II. Ensuring inclusivity means placing learners with disability in classes so they are taught at the same pace.

A. **II only**66
B. I only
C. I and II
D. Neither I nor II

10. Which one of the following qualities exemplifies what innovation embraces?

A. Resource mobilization
B. **Playful pedagogy**
C. Maintenance culture
D. Better communication

11. The following are challenges of innovation in schools except:

A. Poor attitudes to research outcomes
B. Inadequate leadership guidance
C. **Focus on inclusiveness**
D. Focus on funding

12. Which one of the following forms part of the major infrastructural problem in education in Ghana?

A. Lack of supervision and motivation
B. **Lack of maintenance culture**
C. Inadequate electricity supply and internet connection
D. Face to face style

13. The standard specified in the content of the new GES Curriculum for Basic schools, adopted for implementation in September 2019 in Ghana, are based on not only what Ghana as a nation requires of its workforce, but also on demands of globalization. At the points of exit, it is expected that graduates from the curriculum will have attained knowledge and skills that allow them to compete in the international job market.

Which of the following goals of curriculum development is this reflected in?

A. Better Ghana Agenda
B. Development of a sense of civic responsibility
C. **Global competitive Ghanaian workforce**
D. Preservation of national resource and culture

14. Which of the following statements is/are false?

I. It is easy to achieve the broad national goals of education when curriculum development is decentralized.
II. Students who follow a decentralized curriculum in deprived school districts are likely to be disadvantaged in the market.

A. **I only**67
B. II only
C. Both I and II
D. Neither I nor II

15. Which of the following activities would a school administrator not process for?

A. Type minutes of a meeting
B. Maintain an inventory
C. Do a computer search online
D. **Calculate students' continuous assessment**

16. Which one of the following is not a classification of filing files?

A. **Systematic classification**

B. Numerical classification
C. Chronological classification
D. Alphabetical classification

17. The Geographical classification of filing, files are arranged in: .....
A. Number
B. **Location**
C. Letter
D. Content

18. Initial letters written in formal language to communicate a solution or answer is referred to as .....
A. Minutes
B. Memos
C. Invoice
D. **Correspondence**[68]

19. Which one of the following processes is limited to quantitative description of a pupil's performance?
A. Assessment
B. Evaluation
C. **Measurement**
D. Testing

20. Which of the following in Ghana has the objectives of equitable educational opportunity and the prioritization of the disadvantaged in society?
A. Disability law
B. **Inclusive education system**
C. Right to Education
D. Special education provision

21. A student teacher who had grade B+ in assessment in school could write good items for an end-of-term examination. The head teacher of the school, therefore questioned the teacher as to whether he really took part in the assessment course.

Which one of the following characteristics of a good test might have informed the head teacher's question?
A. Normality
B. Objectivity
C. Reliability
D. **Validity**

22. Standardized tests are used to .....

I. Evaluate a learner's understanding and knowledge
II. Evaluate admissions potential for a learner
III. Assess language and technical skills proficiency
IV. Assess aptitude for a career in the armed forces

A. **I, II, III and IV**
B. I, II and III
C. I and IV
D. I and III

23. Which of the following purposes of assessment is often associated with letter grade or number?
A. Assessment as learning
B. Assessment for learning
C. Assessment from learning
D. **Assessment of learning**

24. The G.E.S approved age for voluntary retirement is .....
A. 48 and 60 years
B. **45 and 60 years**
C. 44 and 60 years
D. 40 and 60 years

25. A school head is about to take leadership of a low-performing school. One of the school head's first goals will be to evaluate teacher quality in the school. The school head can best begin this process by .....
A. **Arranging to observe instruction in class**
B. Comparing students' grades in each subject area across classrooms
C. Having each teacher complete a teaching self-evaluation
D. Interviewing each teacher about his or her teaching practices

26. Which one of the following is not classified as one of the anti-social elements of societies in contemporary terms?
A. Pick pocketing
B. **Mental illness**
C. Drug sniffing
D. Child prostitution

27. The process through which trees absorb carbon dioxide from humans and release oxygen to aid breathing is known as .....
A. Purification
B. **Photosynthesis**

C. Oxidation
D. Foliage

28. The long-term fluctuations experienced by countries across temperature, wind patterns, rainfall etc. Is known as .....
A. Weather change
B. Greenhouse change
C. Cryospheric change
D. **Climate change**

29. The five (5) principles of Leadership for Learning (LfL) include all the following except .....
A. A focus on learning
B. **Equality and equity**
C. Learning dialogue
D. Shared accountability

30. The time frame it takes teachers to adopt changes introduced into the school by policy or the head teacher is referred to as .....
A. **Cultural lag**
B. Culture inertia
C. Cultural diffusion
D. Acculturation

31. The two main parts of a school's budget comprise .....
A. Profit and loss
B. **Income and expenditure**
C. Cost and benefit
D. Buying and selling

32. The key purpose of Ghana's Education Strategic Plan (ESP 2018–2030) is to .....
A. **Ensure equitable quality learning opportunities for all students**
B. Promote private sector involvement in education
C. Increase tertiary enrolment
D. Expand infrastructure in rural schools

33. The value that divides a data set into two equal parts is called .....

A. Frequency
B. **Median**
C. Mode
D. Mean

34. Amongst the various school records, the most comprehensive information about pupils is found in the .....

A. **Cumulative record book**
B. Log book
C. Register
D. Report card

35. The Ministry of Education's system that allows TVET students to spend equal time in school and industry is called .....

A. Semester system
B. Internship system
C. **Dual system**
D. Double track system

36. Which of the following best describes the fundamental role of a Director of Education in Ghana?

A. Provide updated data on teachers to GES HQ
B. Provide professional advice to the District/Municipal Assembly
C. Perform administrative roles
D. **Lead implementation of pre-tertiary policies**

37. The key focal areas of educational policy development in Ghana are found in the .....

A. UNESCO Annual Educational Review
B. Pre-tertiary Education Act 2020
C. **Education Strategic Plan**
D. District/Municipal Human Development Plans

38. Inclusive education involves the following except .....

A. Whole system approach with district support
B. Placing learners in mainstream classes
C. **Loading classrooms with learners with disabilities**
D. Changes in content and teaching strategies

39. Democratic leadership is based on .....

A. Shared funds
B. **Shared decision-making**
C. Mutual sharing
D. All of the above

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

40. The National Council for Curriculum and Assessment (NaCCA) has 22 appointed by the president of Ghana.

A. **True**
B. False

41. The Director General of Ghana Education Service (GES) is appointed by the Ministry of Education.

A. True
B. **False**[69]

42. The National Schools Inspectorate Authority (NaSIA) can close down a school in an emergency situation after consultation with the Minister and Regional Directorate concerned.

A. **True**
B. False

43. The board of governors is the only constitution body that manages the activities of the Senior High Schools.

A. True
B. **False**[70]

44. Ghana Education Service (GES) and National Schools Inspectorate Authority (NaSIA) are both mandated by the Education Regulatory Bodies Act 2020 (Act 1023) to register and license all pre-tertiary schools in Ghana.

A. **True**
B. False

45. The Ghana Education Service has the sole responsibility of recruiting and posting in-service teachers and post-secondary educational institutions.

A. True
B. **False**

46. The Gross Enrolment Ratio (GER) of a country cannot exceed 100% due to the inclusion of over-aged and under-aged pupils/ students because of early or late entrants.

A. True
B. **False**

47. The West African Examinations Council does not operate in Francophone West Africa.
A. **True**[71]
B. False

48. Leadership focuses on achievement of goals.
A. **True**
B. False

49. In contemporary times, policies are part of school administration and management.
A. **True**
B. False

50. The notice board is the most suitable form of communication used in the school.
A. True
B. **False**

51. Interviews and questionnaires are primary sources of information.
A. **True**
B. False

52. The ICT in Education Policy seeks to standardize and enhance the implementation and post-implementation stage of ICT in Education interviews.
A. True
B. **False**[72]

53. With the “One Teacher One Laptop” initiative, the government will pay 80% of the cost while the teacher pays 20%.
A. **True**
B. False

54. The supervisory role of the District Director of Education covers all the schools except the private schools.
A. True
B. **False**

55. The centralized filing system is a system where records are kept by various organizations.
A. True
B. **False**

56. All schools in Ghana were involved in the National Standardized Test (NST) in November 2022.

A. True
B. **False**

57. There is no conceptual difference between educational leadership and School Management Committee (SMC).

A. True
B. **False**

58. There is no conceptual difference between Management and Leadership of Educational System.

A. True
B. **False**

59. Coaching is more development driven while mentoring is more knowledge and skills experience.

A. **True**
B. False

60. The key purpose for Ghana's transforming teaching and learning on Education Strategic Plan (ESP 2018–2030) is to ensure that all students are given equitable quality learning opportunities.

A. **True**
B. False

Section C

Fill In Questions

Instruction: Answer all questions in this Section by filling-in the space provided on your question paper with the correct or best answer.

61. The focus of GALOP (Ghana Accountability for Learning Outcomes Project) is to:

Answer: improve learning outcomes in low-performing basic schools. (Focus: accountability, teaching quality, and equity)

62. Write out in full the following acronyms .....

i. GBDC → Ghana Book Development Council
ii. CTVET → Commission for Technical and Vocational Education and Training
iii. NaCCA → National Council for Curriculum and Assessment
iv. NaSIA → National Schools Inspectorate Authority

63. Which agencies were merged in 2020 to form the Ghana Tertiary Education Commission (GTEC)?

Answer: National Accreditation Board (NAB) and National Council for Tertiary Education (NCTE) merged to form GTEC.

64. The Ministry of Education is responsible for .....

Answer: Formulation, coordination, and monitoring of national education policy.

65. The act of teachers demonstrating a strong relationship with students is by .....

Answer: building positive rapport and showing respect, care, and support

66. When supervisors rate their employees, the process is called .....

Answer: Performance appraisal (or evaluation).

67. Barriers to effective communication are referred to as .....

Answer: anything that interferes with the clear sending, receiving or understanding of a message. It simply means communication noise.

68. What type of rating scale would a teacher be using when he ranks his student highest performing to the lowest .....

Answer: Rank-order scale (or ordinal rating scale).

69. The abbreviation “KPI” is the short form of the phenomenon that provides for evaluation of task accomplishment. This abbreviation stands for .....

Answer: Key Performance Indicator

70. The process of determining how well a job has been done is referred to as .....

Answer: Evaluation.

71. The re-appointment of a teacher who was interdicted as a result of disciplinary investigation, but cleared of all charges is referred to as .....

Answer: Reinstatement

72. A formal and systematic set of procedures used to obtain information about how much students have learnt is referred to as .....

Answer: Assessment.

73. On the GES Organogram, the Director General is directly responsible to .....

Answer: GES Council

74. Three bodies or committees that have been established at the local and district levels to foster local community participation in decision-making are Parent Teacher Association (PTA), School Management Committee (SMC), and .....

Answer: District Education Oversight Committee (DEOC).

75. When a teacher uses praise on a student anytime he/she is on task, the management strategy being used by the teacher is known as

Answer: Positive reinforcement or motivation.

MoE/GES/AD I/2023

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which one of the following best describes the focus of inclusive education?

A. Increase integration of basic, secondary and tertiary systems of education
B. Integration of various subject disciplines such as arts, science and business
C. Participation of all staff in decision making including non-teaching staff
D. **Participation of all students in schools including those with disabilities**

2. The principal strategy adopted for Universal Design for Learning (UDL) is

A. **Adopting multiple ways of representing content to learners**
B. Asking parents to sign the completed assignments of learners
C. Giving learners quizzes at the end of every lesson
D. Inviting parents to attend school meetings/open days

3. The professional knowledge of teachers entails knowledge of:

I. Subject matter content and grade-level standards
II. Schools as organizations
III. Instructional strategies and instructional design
IV. Assessment practices and data literacy

A. I & III only
B. I, II & III only
C. **I, II, III & IV**
D. I, III & IV only

4. What is the primary purpose for establishing School Management Committee (SMC)? To help .....

A. Ensure greater participation in governance by the directorates at the basic level
B. **Ensure greater stakeholder participation in governance at the basic level**
C. Improve governance at the high school

D. Improve governance at the primary school

5. The headteacher in a learner-centred school undertakes the following activities to enhance teaching and learning except .....

A. Empowering teachers to involve each learner in the teaching/learning process
B. **Encouraging teachers to avoid tests and other assessments**
C. Encouraging teachers to develop lesson plans that use existing knowledge
D. Motivating and sustaining teachers' interest in teaching

6. The Education Regulatory Bodies Act, 2020 (Act 1023) is an Act that .....

A. **Establishes the Commission for Technical and Vocational Education and Training**
B. Establishes the Complimentary Education Agency
C. Merges the Ghana Education Service and Ghana Tertiary Education Commission
D. Merges the National Teaching Council and the National Council for Curriculum and Assessment (NaCCA)

7. Which one of the following statements about discipline and punishment is true?

A. Discipline focuses on imposing controls and punishment focuses on promoting positive behaviour
B. **Discipline focuses on promoting positive behaviour and punishment focuses on imposing controls**
C. Discipline is the responsibility of the district director and punishment is the responsibility of the school head
D. Discipline is the responsibility of the school head and punishment is the responsibility of the district director

8. Which one of the following is not a value of the education sector in Ghana?

A. Accountability and Transparency
B. Efficient Management of Resources
C. **Financial Resource Inflows**
D. Quality Education

9. Which one of the following statements best describes the primary activity undertaken by the Ghana Education Service?

A. Develop national curriculum for the pre-tertiary level
B. Formulate approved national policies and programmes for the pre-tertiary level

C. **Implement approved national policies and programmes to the pre-tertiary level**
D. Prepare approved salary structure to teachers at the pre-tertiary level

10. Which of the following is **not** a function of the National Teaching Council?

A. Accredit institutions offering teacher education and development programmes
B. **Issue license and accreditation to pre-tertiary institutions in Ghana**
C. Issue temporary certification to unqualified persons who desire to teach
D. Provide a framework for the development of teacher education curriculum

11. When adopting differentiated instruction in teaching, the teacher:

I. Recognizes diversity among students as normal
II. Sees every student's potential for academic success
III. Accepts responsibility for maximizing student's progress
IV. Tailors instruction to assessment-indicated student needs

A. II only
B. II & III only
C. **I, II, III & IV**
D. I, II & III only

12. The highest disciplinary authority that has the power to endorse any recommendation to summarily dismiss a teaching or non-teaching personnel from GES is the .....

A. Board of Governors
B. Director-General of GES
C. **GES Council**
D. Ministry of Education

Use the following scenario to answer questions 13 and 14

A mentee teacher, while sitting in the mentor's class, observed that students were actively engaged in the learning process rather than merely sitting and listening to the lesson. The mentor had planned the lesson to integrate reading, writing, discussion, and practical activities. The mentee noted that students learned about the subject through the experience of solving open-ended problems. The mentor explained that the goal of this teaching strategy is to enable students

to become creative and analytical thinkers who will pursue lifelong learning.

13. The strategy observed in the classroom facilitates:

I. Higher order thinking skills
II. Science achievement
III. Transfer of skills to other areas of study
IV. Teamwork and social skills

A. II, III & IV only
B. **I, II & IV only**
C. I, II & III only
D. I, II, III & IV

14. Which one of the following teaching strategies is the mentor promoting?

A. **Activity-based learning**
B. Integrated teaching
C. Strategies to teach a small class size
D. Strategies to teach exceptional students

15. Students learn about a subject through the experience of solving open-ended problems in .....

A. Curriculum-based learning
B. **Problem-based learning**
C. Standard-based learning
D. Student-based learning

16. Lifelong learning is driven by the goal of .....

A. Achieving education progress
B. **Achieving education sustainability**
C. Improving attendance
D. Improving test scores

17. The core element of cooperative learning is to .....

A. Encourage contracts between teachers and parents
B. Foster student competition rather than student support
C. Promote ability groupings
D. **Showcase the positive effects of interdependence**

18. Which of the following statements about Culture is correct?

A. A principal behaviour is sole determinant of school culture
B. **School culture consist of shared values and beliefs that tell educators how to address problems.**

C. School culture describes the demographic composition of a school
D. School culture describes the school's mission

19. The best possible way to evaluate students' performance is through
A. **An ongoing overall assessment throughout the year**
B. Annual test
C. Monthly test
D. Weekly test

20. The end of terms exams conducted in schools are largely .....
A. **Achievement tests**
B. Aptitude test
C. Intelligence test
D. Standardized achievement tests

21. Which one of the following is a process of obtaining numerical values for students characteristics?
A. Assessment
B. Evaluation
C. **Measurement**
D. Test

22. A formative and systematic procedure of getting information about how much students have learnt is .....
A. **Assessment**
B. Evaluation
C. Measurement
D. Test

23. The type of evaluation that monitors learning progress is ..... evaluation.
A. Diagnostic
B. **Formative**
C. Placement
D. Summative

Use the following scenario to answer questions 24, 25, 26, 27 and 28.

A mentee teacher observed that the mentor was using a teaching strategy in which the teacher first provided appropriate instruction and support, then guided students through a sequence of learning activities that gradually shifted responsibility from the teacher to the students. Learners initially worked in groups and eventually as

individuals. Although the teacher provided occasional prompts, students largely worked independently to solve problems.

24. The observed teaching strategy moves through sequential stages of .....

A. Focused instruction → Collaborative learning → Guided instruction → Independent learning
B. **Focused instruction → Guided instruction → Collaborative learning → Independent learning**
C. Guided instruction → Focused instruction → Collaborative learning → Independent learning
D. Guided instruction → Independent learning → Focused instruction → Collaborative learning

25. What is the intended outcome of this teaching strategy?

A. Allow for interaction time between teachers and students
B. Give teachers more time to prepare their scheme of learning
C. Promote independent studies on the part of students
D. **Strengthen efficacy to transfer understanding on the part of students**

26. Which one of the following is not a benefit of the observed teaching strategy?

A. Improved student academic performance
B. Increased student chances to be creative
C. **Increased student dependency on teachers**
D. Increased student motivation and confidence

27. What teaching strategy was adopted by the teacher (mentor)?

A. Cooperative learning
B. Differentiated instruction
C. **Gradual release of responsibility**
D. Team teaching

28. The teaching strategy adopted by the teacher enables the learners to learn:

I. Social skills by interacting with one another
II. To be independent from the teacher
III. To think for themselves
IV. Focus only on knowledge acquisition

A. I & II only

B. **I, II & III only**
C. I, II, III & IV
D. IV only

29. Which one of the following statements about student grouping is correct?

A. Grouping should be done throughout the school day
B. **Heterogeneous grouping is preferable to homogeneous grouping**
C. Homogeneous grouping is preferable to heterogeneous grouping
D. None of the above

30. A test that measures a student's knowledge or skill relation to content standard is .....

A. **Criterion-referenced**
B. Issue-referenced
C. Norm-referenced
D. Textbook-referenced

31. Consensus as a decision-making strategy refers to .....

A. Determining which faction's position will prevail
B. **Reaching a decision everyone can accept**
C. The process of reaching an ideal decision
D. Voting for the best decision

32. Which one of the following statements about teacher performance evaluation is not correct? The process can be .....

A. Both formative and summative
B. Formative
C. **Neither summative nor formative**
D. Summative

33. The primary purpose of teacher summative performance evaluation is to .....

A. **Determine if a teacher should be re-employed**
B. Force teachers to develop lesson plans
C. Improve the teachers' performance
D. Remind teachers they are being watched

34. In performance evaluation, merit and worth are important concepts. Which one of the following statements about merit and worth is correct?

A. Both merit and worth pertain to measuring an employee's effectiveness

B. **Merit pertains to measuring an employee's effectiveness**[73]
C. Merit pertains to measuring an employee's value to the school
D. Worth pertains to measuring an employee's effectiveness

35. Which one of the following statements about school culture is correct? It .....
A. Describes a school's mission
B. Describes the demographic composition of a school
C. Is solely determined by the school head's behaviour
D. **Is the shared values that help educators to address problems**

36. Why are decisions about strategies for school improvement said to entail higher levels of uncertainty?
A. A lot of time is spent on school improvement efforts
B. **Future conditions cannot be predicted accurately**
C. Teachers are not interested in participating in school improvement efforts
D. The school head may be autocratic

Use the following scenario to answer questions 37, 38 and 39
A teacher taking up a new assignment at a new school was informed by the school head during orientation that teachers in the school are expected to examine their underlying beliefs about teaching and learning and how these align with their actual classroom practices before, during, and after a course is taught. The school head emphasized that teachers in the school plan, experience, and evaluate their teaching, and that the new teacher is expected to adopt this teaching pedagogy.

37. Which of the following statements about interdisciplinary teacher teaming is incorrect?
A. In teams, teacher preferences and power can result in one subject d4ominating other subjects
B. Teaming is intended to accommodate curricula constructed around contemporary subjects and problems rather than disciplines
C. Teams are usually more open to considering change than are traditional academic departments
D. **None of the above**

38. The culture shared by the school head enables teachers to .....

A. **Conduct self-assessments of their instructional techniques**
B. Set the ground rules in the classroom
C. Stay with the instructional pedagogy they are used to
D. Work independently in the classroom

39. Which of the following statements is true about the culture in the school? The school culture creates conditions for .....

I. practice-based learning settings to support learning from one's
II. Professional experiences
III. Utilisation of knowledge transfer from formal acquisition of knowledge adoption of observation checklist to guide practice
IV. peer classroom observation

A. I, II & III
B. **I, II & IV**
C. I, III & IV
D. II, III & IV

40. What school culture is being shared by the head?

A. Innovative practice
B. **Reflective practice**
C. Student-centred practice
D. Teacher-centred practice

41. Which one of the following statements about year-round school calendar is not correct? Year-round school calendar increases .....

A. Access to remediation opportunities for students
B. Student retention rates
C. The functional capacity of a school
D. **The need to re-teach skills to students after long vacations**

42. Which of the statements is true in an open school climate?

A. All decisions are made by PTA
B. **Interactions among stakeholders are promoted**
C. Parents do not participate in decision making
D. School heads interact only with teachers

43. Which one of the following statements is true about a school's climate and culture?

A. The school climate is another word for school culture
B. **The school climate is part of the school culture**

C. The school culture is part of the school climate
D. The school culture is used in JHS and school climate is used in SHS

44. In which of the following theories is multiple causation a defining characteristic?
A. Classical theory of management
B. Needs theory of management
C. School theory of management
D. **Systems theory of management**

45. In which of the following situations would peer teaching be adopted as a classroom management strategy? When .....
A. colleague teachers can teach the same topic
B. the class teacher has to attend staff meeting
C. the class teacher is marking assignments
D. **top performers in class can help struggling students**

46. Which of the following statements is true about a school's philosophy? It .....
A. **Addresses the shared values and beliefs of the school**
B. Describes the shared purpose of the school
C. Entails the strategies for reaching the preferred future
D. Is the shared preferred future of the school

47. Which one of the following statements is not correct about intensification mandates? They .....
A. Are imposed on schools from external stakeholders
B. **Are uniformly applied to all schools**
C. Require schools to do more of what they already were doing
D. Require schools to use their plans to drive improvement

48. The pursuit of moral and ethical behaviour in their schools requires teachers to .....
A. Avoid promoting data-driven decisions
B. Cater for the needs of their constituency
C. **Seek to represent all stakeholders fairly**
D. Seek to represent their departments

49. Planned activities to implement in the classroom are best known as .....
A. Instructional procedures

B. **Lesson plans**
C. Rules and regulations
D. School curriculum

50. In matters of student discipline, students should .....
A. **Have a fair and impartial hearing**
B. Have no recourse to appeal a decision
C. Present only the class teacher as a witness
D. All of the above

51. The five principles of Leadership for Learning (LfL) include all of the following except .....
A. A focus on learning
B. **Equality and equity**
C. Learning dialogue
D. Shared accountability

52. Which one of the following statements is true about unprogrammed decisions in the school?
A. **Existing policy and rules do not prescribe the action to be taken**
B. Existing policy and rules prescribe the action to be taken
C. The decision is of less importance to the school
D. The decision would be evaluated by the school head

53. Effective teaching recommendations include
I. Present new material in small steps with learner practice after each step
II. Guide learners as they begin to practice
III. Provide systematic feedback and corrections
IV. Teachers consult parents on what to teach

A. I & II only
B. **I, II & III only**
C. I, II, III & IV
D. II & III only

54. Effective classroom management strategies do not include
A. Encouraging initiative
B. Letting students help establish guidelines
C. Modelling ideal behaviour
D. **Providing textbooks**

55. One of the key learning objectives of SDG 4 (“to ensure inclusive

and equitable quality education and promote lifelong learning opportunities for all") is that the learner

A. Knows the basic principles of sustainable planning and building, and can identify opportunities for making their own area more sustainable and inclusive
B. Understands that inequality is a major driver for societal problems and individual dissatisfaction
C. Is able to identify their individual rights and clarify their needs and values related to work
D. **Is able to recognize the intrinsic value of education and to analyse and identify their own learning needs in their personal development**

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

56. District Education Oversight Committee (DEOC) is a structure to facilitate community participation in education.

A. **True**
B. False

57. The Capitation Grant was introduced in basic schools to remove fees as barrier to access to Education

A. **True**
B. False

58. An attribute of good governance in GES is non-delegation of management control of an institution..

A. True
B. **False**

59. The core function of the Ghana Education Service is to formulate approved structure and content on education in the country.

A. True
B. **False**

60. The Ghana Education Service Act, 2008 (Act 778) is the current Act governing the Ghana Education Service

A. True
B. **False**

61. A school's "informal organization" refers to the structure of extra-curricular activities.

A. True
B. **False**

62. Giving teachers the authority and responsibility to apply their own professional knowledge to making decisions in their area of responsibility is an important aspect of collegiality.

A. **True**
B. False

63. Teacher survey is not an effective process for collecting data about instructional and organizational effectiveness.

A. True
B. **False**

64. Norm-referenced tests cannot be used to improve instruction.
A. **True**[74]
B. False

65. Value-added assessment focuses on student learning gains in an academic year.
A. **True**
B. False

66. Complexity in school scheduling relates to meeting the different needs of students.
A. **True**
B. False

67. School heads should refrain from conducting community surveys.
A. True
B. **False**[75]

68. Novice teachers are socialized in order to perpetuate the culture of the school.
A. **True**
B. False

69. Teachers exercise leadership in the school in their operations.
A. **True**
B. False

70. A school is considered efficient if inputs are low and outputs are high.
A. **True**
B. False

71. Grading Students' performance has a powerful influence on school culture and contribute to shape how students learn both in the classroom and outside of the classroom.
A. **True**
B. False

72. Consensus in planning increases teacher sense of ownership in school improvement efforts.
A. **True**
B. False

73. Visioning identifies destination, planning provides the goals and strategies to get there.

A. **True**
B. False

74. Efficiency as a value affects school policy decisions.

A. **True**
B. False

75. Successful inclusive education happens primarily through accepting, understanding, and attending to student differences and diversity.

A. **True**
B. False

MoE/GES/AD II/2023

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Educational stakeholders are considered more important to a school when they .....

A. **use their power in support of the school.**
B. raise legitimate issues about teaching
C. emphasise the urgency of their issues
D. express themselves eloquently

2. Which of the following are the main priorities of the Ghana Education Reform Agenda?

I. Improved learning outcomes
II. Enhanced accountability
III. Equality
IV. Equity

A. II, III and IV only
B. **I, II, III and IV**
C. I, II and IV only
D. I, II and III only

3. What is the purpose of conducting research?

A. To provide solutions to problems
B. To add to or contribute to knowledge
C. To identify a problem needing solution
D. **All of the above**

4. In which year was the Pre-Tertiary Education Act (Act 1049) enacted?

A. **2020**
B. 2008
C. 1961
D. 1987

5. Which of the following key qualities are required of a public officer?

I. Leadership skills.
II. Communication Skills
III. Patience and resilience

A. II only
B. II and III only
C. **I, II and III only**
D. I and II only

6. The degree to which a person identifies with his or her job, actively participates in it and considers his or her performance as being important to self-worth is referred to as .....
A. stability.
B. satisfaction.
C. **involvement.**
D. commitment.

Use the Scenario below to answer questions 7 and 8.
Ama works as a receptionist at an educational institution. Her boss just came through the door and yelled at her, telling her that the front office was a mess and that she needed to get up and clean it immediately. After her boss left the room, Ama grabbed some newspapers and violently slammed them into the dustbin.

7. Which of the following best describes Ama's action?
A. **An emotion**
B. An effect
C. A thought
D. A mood

8. Which of the following best describes the behaviour of Ama's boss?
A. Rude
B. Impolite
C. Disrespectful
D. **Authoritarian**76

9. When decision making is delegated as far down the chain of command as possible in an education system, the system is said to be .....
A. flexible.
B. **decentralised.**
C. creative.
D. centralised.

10. Which of the following is not a characteristic of well- constructed goal of educational organisations? They .....
A. **are the result of a group decision process.**
B. are precise and measurable.
C. are challenging but realistic.

D. address critical issues.

11. The district director of education's office phone bill in 2020 is GHC4,200.00. It increases by 10% in 2021, and a further 20% increase in the first six months of 2022. If the Director settles the 2020 bill, how much more will she have to pay at the end of June 2022?

A. GHC 5,744.00
B. **GHC 5,544.00**
C. GHC 4,620.00
D. GHC 4,400.00

12. Which Act established the Complementary Education Agency (CEA)?

A. 2020 (Act 1058)
B. **2020 (Act 1055)**
C. 2020 (Act 1049)
D. 2020 (Act 1023)

13. Which of the following is not a key education reform area of the Ministry of Education?

A. Pre-Tertiary Curriculum Reform through NaCCA
B. Policy on Teacher Education Reforms led by the GTEC through T- TEL
C. **Global Citizenship Education Reform**
D. GES Institutional and Human Resource Reform

14. What is the following fallacy called? "All ducks love water. Kofi loves water. Therefore, Kofi is a duck."

A. Modus tollens
B. Modus ponens
C. **Affirming the consequent**
D. Denying the antecedent

15. The best approach for transformational change in a school is to have the school leader create an atmosphere for change .....

A. but let others decide how to initiate change.
B. **and begin establishing a vision.**
C. but carefully set limits for the program.
D. and establish a reward system.

16. Which one of the following best describes the focus of inclusive education? To increase .....

A. participation of all staff in decision making including non- teaching staff.
B. **participation of all students in schools including**

those with disabilities.

C. integration of basic, secondary and tertiary systems of education.
D. integration of various subject disciplines such as arts, science and business.

17. The principal strategy adopted for Universal Design for Learning (UDL) is .....

A. inviting parents to attend school meetings and open days.
B. giving learners quizzes at the end of every lesson.
C. asking parents to sign the completed assignments of learners.
D. **adopting multiple ways of representing content to learners.**

18. Which of the following is not one of the four pillars of secondary education reform in Ghana?

A. Promote skill development and equity
B. **Absorb all fees paid**
C. Improve equality
D. Expand physical infrastructure

19. Who is the Director-General of the Ghana TVET Service?

A. Mr. David Prah
B. **Madam Mawusi Nudekor Awity**77
C. Madam Gifty Twum-Ampofo
D. Dr. Fred Kyei Asamoah

20. The plans of school management are often expressed formally in which of the following documents?

A. Performance reports
B. Ledgers
C. Financial statements.
D. **Budgets**

21. In an educational institution, the idolisation of a charismatic leader by followers can lead to .....

A. nurtures a competitive work environment
B. limiting suggestions of fires and improvements
C. greater understanding of the organisation mission
D. **difficulty in developing a successor.**

22. In educational settings, since practical considerations make job try-outs for all candidates impracticable, it is necessary to ..... the

relative level of job performance for each candidate on the basis of available information.

A. **predict**
B. assign
C. accept
D. abandon

23. Which one of the following cognitive biases refer to the fact that educational decision makers who have strong prior beliefs about an issue tend to make decisions on the basis of these beliefs, even when presented with evidence that their beliefs are wrong?

A. Reasoning by analogy bias
B. **Prior hypothesis bias**
C. Illusion control bias
D. Escalating commitment bias

24. An important first step in the process of formulating an educational institution's mission is to .....

A. identify the client segment served by the institution.
B. evaluate the institution's most recent performance.
C. decide what the institution will be like 10 years from now.
D. **answer the question, "What is our business?"**

25. A headmistress wanted her school to keep costs low. Therefore, as an example to others, she drove her own car to school and furnished her office with plain, steel desk.

In this case, the headmistress was displaying her .....

A. vision for success.
B. emotional intelligence.
C. **commitment to her cause.**
D. astute use of power.

26. An argument is sure to be a sound argument if it is a/an .....

A. guarantee of the truth of its conclusion.
B. argument with true premises.
C. argument with a true conclusion.
D. **argument which is completely valid.**

27. Teachers could be made to be more accountable when they are given the .....

A. training in teaching and examining.
B. option to transfer to places where they want to serve.
C. opportunity for professional growth.

D. **freedom to select content and methods of teaching.**

Use the information below to answer questions 27 to 29.

The administration of a senior high school wants to know what proportion of their students are satisfied with the library facilities. Eighteen (18) library staff are keen to help.
They select 200 students in the library during the first week of exam period and ask them to fill in a questionnaire on satisfaction with the library.

28. What is the population that the sample was selected from?
    A. The 200 students who completed the questionnaire.
    B. All the students and library staff.
    C. All the senior high school students,
    D. **All students in the library during the first week of the exam period.**

29. In the survey conducted by the library staff at the senior high school, what is the population that the school administration is interested in the questionnaire?
    A. The 200 students who completed
    B. All the students and library staff.
    C. All students in the library during the first week of the exam period.
    D. **All students enrolled at the senior high school.**

30. What is the sample size for this survey?
    A. 220
    B. 218
    C. 205
    D. **200**

31. Who won the Best Teacher (Leadership and Administration) in the 2022 Ghana Teacher Prize?
    A. Mr. McClean Owusu-Boateng
    B. Mr. Joseph Kwaku Agbevanu
    C. Madam Stella Gyimah Larbi
    D. **Madam Ivy Asantewaa Owusu**

32. In a learner-centred school, the headteacher undertakes all the following activities to enhance teaching and learning **except** .....
    A. motivating and sustaining teachers' interest in teaching.
    B. encouraging teachers to develop lesson plans that build on existing knowledge.
    C. **encouraging teachers to avoid tests because they**

demoralize students.

D. empowering teachers to involve each learner in the teaching/learning process.

33. The general competence intended by Ghana's pre-tertiary education curriculum framework to promote entrepreneurial skills in learners is .....

A. personal development and leadership.
B. critical thinking and problem solving.
C. **creativity and innovation.**
D. communication and collaboration.

34. The type of test that measures the performance of learners against the standards covered in the curriculum is called a/an .....

A. norm-referenced test.
B. diagnostic test.
C. **criterion-referenced test.**
D. aptitude test.

35. Which of the following is not one of the core domains of the national teachers' standards? Professional .....

A. values and attitudes.
B. practice.
C. knowledge.
D. **ethics.**

36. Which of the following is not a tool for formative assessment in the school system?

A. Projects
B. Oral Questions
C. Multiple Choice Question
D. **Inventory**

37. Which of the following relates to the affective domain of students' behaviour?

A. Stereotypes
B. Feelings
C. Attitudes
D. **All of the above**

38. The topmost responsibility of a headteacher is .....

A. **provide leadership for learning.**
B. maintain school records.
C. handle discipline problems.
D. administer the guidance programme.

39. The first important step in teaching is .....

A. writing questions for diagnostic assessment.
B. planning beforehand.
C. organizing material to be taught.
D. **knowing the background of the students.**

40. In what year did GES replace promotion interviews with promotion examinations?

A. **2020**
B. 2019
C. 2018
D. 2017

41. The main objective of classroom assessment is to .....

A. report on learners' performance to parents.
B. measure teachers' effectiveness.
C. **improve teaching and learning.**
D. compare learners' performance.

42. A teacher teaches in a remote school where newspapers are delivered irregularly. With the importance of keeping the students abreast with current affairs in mind, what is the best way to keep the students updated?

A. Urge the pupils to listen to stories circulating in the community
B. Try all available means to get the newspaper delivered to the school
C. Gather back issues of newspapers and let pupils compile them
D. **Encourage the pupils to listen to the daily broadcasts from a radio**

43. Learners are most likely to be intrinsically motivated to learn and master subject matter when they .....

A. perceive that their performance will compare favourably with that of peers.
B. know they will receive positive reinforcement for achieving instructional objectives.
C. know they will be tested on their understanding of the content in the near future.
D. **believe that the work they are doing is interesting and relates to their own lives.**

44. The fundamental aim of supervision is to help .....

A. teachers in understanding pupils.

B. teachers in improving methods.
C. teachers in dealing with pupils.
D. **children learn more effectively.**

45. To make learning effective, an instructional goal must be meaningful in terms of .....
A. **students' needs and purposes.**
B. standards of others.
C. objectives of the curriculum.
D. intellectual ideas.

46. Procedures used to determine a learner's abilities are referred to as .....
A. typical performance test.
B. norm-referenced test.
C. **maximum performance test.**78
D. criterion-referenced test.

47. What are the three components of an educational process?
A. **Teaching, learning and practice**
B. Teacher, student and education
C. Education, teacher and books
D. Direction, instruction and skill

48. Which one of the following does not characterise a well- planned lesson?
A. Varied teaching and learning resources are utilised to promote learning
B. Varied procedures and activities are undertaken by the pupils
C. Lesson objectives are specific, measurable, and achievable.
D. **Lesson notes are vetted by school head**

49. The capitation grant provided to a school can be used for the following purposes except to .....
A. procure stationery for the school.
B. **organise extra classes for pupils.**
C. attend to sanitation and minor repairs and maintenance.
D. acquire teaching and learning resources.

50. What is the most important factor a teacher should consider in selecting and utilising instructional materials?
A. **Objectives of the lesson**
B. Degree of interest on the part of the students

C. Availability of instructional materials
D. Attractiveness of instructional materials

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

51. In any school situation, performance tasks are hands-on activities that require students to demonstrate their ability to perform certain actions.

A. False
B. **True**

52. The final outcome of successful strategic competitiveness is above-average returns.

A. False
B. **True**[79]

53. Teachers who are respected and liked are associated with greater student satisfaction and higher achievement.

A. False
B. **True**

54. Monitoring involves the development of a forecast of what might happen at a future point in time.

A. **False**[80]
B. True

55. A teacher cannot exhibit referent power from the first day of class by giving students a sense of belonging and acceptance.

A. **False**[81]
B. True

56. Since the health of a nations' economy affects the performance of individual firms and industries, organisations study the economic environment to identify changes, trends, and their strategic implications.

A. False
B. **True**

57. Licensure and exit tests are the best predictors of classroom performance of teachers.

A. **False**[82]
B. True

58. External environmental analysis should be conducted annually.

A. **False**[83]
B. True

59. If a person teaches with a high degree of clarity, he/she will spend less time going over
material.

A. False
B. **True**

60. Student performance is higher in classes where the teacher devotes large amounts of time to the materials needed rather than teaching content.

A. **False**[84]
B. True

61. In Ghana, the National Teachers' Standards set out the maximum levels of practice that all trained teachers must reach by the end of their pre-service teacher education course in order to play such a critical role.

A. **False**[85]
B. True

62. The purpose of evaluating learning is to make a judgment about the quality of education provided.

A. False
B. **True**

63. Measurement is the quantitative assessment of performance of learners.

A. False
B. **True**

64. What a teacher does not say is as important as what a teacher does say.

A. False
B. **True**

65. Competitive activities have little value in establishing or maintaining an effective classroom climate and should thus be avoided.

A. **False**[86]
B. True

66. Students feel important and are encouraged to participate in class when a teacher uses their ideas in moving a class lecture or activity

forward.

A. False
B. **True**

67. The advancement in literacy, numeracy as well as Science, Technology, Engineering, and Mathematics (STEM) fields is central to the Ministry of Education's vision of producing learners with strong experiential learning capabilities and backgrounds in career- focused programmes.

A. False
B. **True**

68. Strategies such as writing detailed test questions or prompts, including clear directions, and establishing and communicating clear grading criteria increase test reliability.

A. False
B. **True**

69. The standards-based curriculum was rolled out for the primary schools in Ghana in the academic year 2017/2018.

A. **False**[87]
B. True

70. Written assessments are activities in which the student selects or composes a response to a prompt.

A. False
B. **True**

71. The teacher cannot alter the classroom climate but should work for student success regardless of the climate.

A. **False**[88]
B. True

72. The overall goal of the Ministry of Education is to provide relevant and quality education for disadvantaged Ghanaians.

A. **False**[89]
B. True

73. The National Teaching Council is not the mandated body that oversees the posting of newly trained teachers in Ghana.

A. False
B. **True**[90]

74. The skills that must be demonstrated in performance tasks cannot vary considerably.

A. **False**

B. True

75. In a school, teachers have many different types of assessment available to them.

A. False

B. **True**

MoE/GES/DD/2021

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which one of the following agencies aside the National Teaching Council and the National Council for Curriculum and Assessment assist the Ghana Education Service to manage the pre-tertiary education system?

A. The Curriculum, Research and Development Division
B. The Ghana Tertiary Education Commission
C. The National Accreditation Board
D. **The National Schools Inspectorate Authority**

2. The Ministry of Education developed the Education Sector Medium Term Development Plan (ESMTDP) to span over the period of .....

A. 2018-2020.
B. **2018-2021.**
C. 2018-2025.
D. 2018-2030.

3. The MoE supported by its agencies developed the Education Strategic Plan (ESP) alongside the .....

A. **Education Sector Analysis**
B. Free Compulsory Universal Basic Education
C. School Feeding Programme
D. Secondary Education Improvement Programme

4. Which of the following programmes did the Ministry of Education in partnership with the US Ambassador to Ghana launch in June 2020?

A. **Ghana Learning Radio Reading Programme**
B. GTV Learning Programme
C. Joy TV Learning Programme
D. National Science and Math Quiz

5. In which month of 2020 was the maiden edition of Ghana Education Service Newsletter; 'GES TODAY' released?

A. April
B. August
C. June
D. **May**

6. Which one of the following bodies is not an agency of the Ministry of Education?

A. Ghana Library Authority
B. National Accreditation Board
C. **National Commission for Civic Education**[91]
D. National Service Secretariat

7. Which one of the following Acts under the PNDC Law 1993 established the Ministry of Education?

A. 317
B. **327**
C. 330
D. 462

8. Who chairs the District Education Oversight Committee?

A. The Chief of the Community
B. **The District Chief Executive**
C. The District Director of Education
D. The Unit Committee Chairman

9. Which body under the Ministry of Education is responsible for monitoring performance targets of agencies under the Ministry?

A. **Education Reform Secretariat**
B. Ghana Education Service
C. Ghana Tertiary Education Commission
D. National Teaching Council

10. Which of the following is the highest decision-making body within a local authority under the decentralised education management system in Ghana?

A. **District Education Oversight Committee**
B. Parent Teacher Association
C. School Management Committee
D. The Unit Committee

11. Which of the following statements about classroom management is true?

A. It is the same as behaviour management
B. **Systems and procedures are age appropriate**
C. There is a one size fits all template for use
D. There is no need of a classroom management plan

12. A teacher can use the following mechanisms to create a welcoming learning space, except by .....

A. **focusing on keeping the classroom quiet.**

B. personalizing the classroom with samples of students' work.
C. supplying the classroom with appropriate learning aids.
D. teaching students to keep their work space tidy.

13. As a teacher comes to class, the first activity is to organise the students into groups to answer questions on the board in their exercise book as a way of reviewing the previous day's lesson. While the students are working, the teacher moves round and takes attendance. Once the questions are answered, the groups present their responses to the whole class to be discussed before the day's work begins.

Which of the following best describes the classroom setting?

A. Disorganized
B. **Flexible**
C. Rigid
D. Teacher-centred

14. Which of the following personal information is not appropriate for a student to share on social media?

A. **Address**
B. Hometown
C. Interests
D. Nickname

15. Which one of the following reasons best explains why teachers should ensure that there are physical pathways for students in the classroom? The pathways .....

A. allow student private space to work for themselves.
B. **make it easier for teachers to attend to individual student needs.**
C. make it easier for teachers to see the board from the back.
D. make students less likely to become distracted.

Use the information below to answer questions 16 - 19

You have been posted as a District Director of Education for Atwima Nwabiagya District. As the manager of the District Directorate of Education, answer the following questions (16-19) based on your new role.

16. Which of the following is a less important quality or attribute to have?

A. Competent
B. Innovative

C. **Strict Discipline**
D. Supportive

17. How should you handle sensitive information of the-District?
A. **Create procedures for organizing, storing and eventual disposal of sensitive information.**
B. Ensure that all sensitive paperwork stays with you so that nobody else has access to it.
C. Post it on the internal website of the district for only internal members to access.
D. Shred it all and make sure you either burn them or recycle the waste

18. Which one of the following reasons best explains why you should be flexible in your new leadership role? You
A. are on call for 24hrs a day.
B. work with all GES district Directors as well.
C. **work with people from all walks of life**
D. you prepare the same document several different ways.

19. Which of the following characteristics is of least importance to your new leadership role?
A. Detail-oriented
B. Giving instructions
C. **Great communicator**
D. Taking initiative

20. Which of the following is a feature of centralized system of educational management?
A. Bottom-up approach to policy-making
B. Hierarchy of authority in decision-making
C. Local level participation in decision-making
D. **Top-down approach to policy-making**

21. Mr. Cobbina wants to use authentic methods of assessment. Which of the following methods is he less likely to use?
A. **Developing portfolios**
B. Multiple choice test
C. Oral presentation
D. Reflective journal

22. Quantifying any behaviour or characteristic using standard and rules is known as .....
A. evaluation
B. interview

C. **measurement**
D. test

23. The type of validity which is reflected in appearance of the test is known as ..... validity.
A. construct
B. content
C. face
D. **predictive**

24. Blooms Taxonomy of cognitive domain consist of how many levels?
A. 3
B. 4
C. 5
D. **6**

25. Which of the following statements least reflects a teacher's knowledge of subject matter?
A. Adapts lesson to the level of learners.
B. Exhibits confidence in teaching.
C. **Manages the class effectively.**
D. Teaches effectively.

26. Which of the following issues is least important in managing Ghana's public pre-tertiary education?
A. Classroom size
B. Family factors
C. **Managing profits**
D. Technology

27. Formal education in the public-school system in Ghana begins at the age of ..... years.
A. **four**
B. six
C. three
D. two

28. Which of the following persons chairs Ghana Education Service (GES) Council?
A. Dr. Matthew Opoku Prempeh
B. **Mr. Michael Nsowah**
C. Prof. Kwasi Opoku-Amankwah
D. Very Rev Ama Afo Blay

29.Which of the Sustainable Development Goals (SDG) relates to education?

A. SDG 2
B. **SDG 4**
C. SDG 6
D. SDG 8

30. The SDG that relates to education aims to ensure .....

A. equitable and inclusive education for all, especially the girl child
B. improved access and participation in education for all school-aged children
C. **inclusive and equitable quality lifelong learning opportunities for all**
D. universal basic education for all

31. Which of the following statements is not directly involved in Educational Administration?

A. Acquisition of personnel for education delivery
B. Development of regulations and policies
C. **Maintenance of official vehicles**
D. Mobilization and utilization of funds for education

32. All the following are members of the School Management Committee **except** .....

A. District Director of Education or his/her representative
B. PTA representative
C. The headteacher
D. **Unit committee chairperson**

33.Which one of the following is not an attribute of a school's vision statement?

A. **Attractive**
B. Credible
C. Ideal
D. Inspiring

34. Which of the following is not an example of a conducive school climate?

A. Discipline plans and procedures reflect equity and respect for diversity in all areas
B. **Expectations for academic achievement for all students are not evident**
C. The physical environment is clean and orderly
D. The school environment is driven by a clear plan for

school safety and Code of Conduct for staff and students.

35.Which of the following qualities is least important in team building?

A. Good planning
B. Mutual respect
C. **Self-respect**
D. Shared trust

36. Which of the following is not a major reason why a School Improvement Support Officer (SISO) will visit a school?

A. The constitution mandates him/her
B. **The head is a colleague**
C. The PTA is convening a meeting
D. The teachers are on strike.

37. Which entity in the Ghana Pre-tertiary Education System recruits teachers?

A. Educational Institutions
B. Ministry of Finance (MOF)
C. **The Ghana Education Service (GES)**
D. The Ministry of Education (MOE)

38.Which of the following structures is the highest decision-making body at the Senior High Schools (SHS) level?

A. **Board of Governors**
B. Governing Council
C. Metropolitan/Municipal/District Education Oversight Committee
D. School Management Committee

39. The best way to monitor the performance of teachers is through .....

A. **appraisal services**
B. focus group discussions
C. in-service education and training (INSET)
D. school visit

40. What does it mean to 'think outside the box' as an educational leader?

A. Employ more people
B. Follow the status quo
C. **Generate innovative ideas**
D. Respect your employees

Section B

True/False Questions

Instruction: Answer all questions in this Section by identifying whether the statement provided is true or false. Circle the letter that corresponds to the correct or best option on your question paper.

41. It is the direct responsibility of the School Management Committees (SMC) to see to the implementation of the School Performance Improvement Plan.

A. **True**
B. False

42. The Capitation Grant was set up to achieve universal basic education.

A. **True**
B. False

43. The provisions made in the Education Act 778 resulted in the Ministry of Education's decision to institute the professional licensing and registration policy for teachers.

A. **True**
B. False

44. The governing council of GES is made up of fifteen members.

A. **True**92
B. False

45. GES is responsible for the implementation of approved national tertiary educational policies and programmes.

A. True
B. **False**

46. In line with the Education Strategic Plan, the Ministry of Education is focused on ensuring Ghana becomes a learning nation.

A. **True**
B. False

47. A teacher's attitude towards students with special needs can dramatically affect the quality of their learning experience.

A. **True**
B. False

48. What serves as reinforcement of learning to one student will always work for another student.

A. True
B. **False**

49. In Alpha-numeric classification of filing, files are arranged only in the order of numbers.
A. True
B. **False**[93]

50. A graphical illustration of the formal structure of personnel in a district or regional office is called a scalar chart.
A. True
B. **False**

51. The most suitable Microsoft office application to keep personal records of staff in a school is Microsoft Access.
A. **True**
B. False

52. Accountability and improvement are two major purposes of assessment in education.
A. **True**
B. False

53. If a test is valid then it is reliable.
A. True
B. **False**[94]

54. An assessment procedure should not be based on the characteristic to be measured.
A. True
B. **False**

55. The National Accreditation Board is responsible for accrediting service providers who offer in-service training services to teachers.
A. True
B. **False**[95]

56. Administration is the primary activity of any school but not the machinery for running the primary activities of the school.
A. True
B. **False**[96]

57. A School Improvement Support Officer (SISO) is an administrator.
A. True
B. **False**

58. The National Teaching Council (NTC) is not a division of the Ghana Education Service (GES).

A. **True**[97]
B. False

59. Delegation in a school setting is a process by which school heads transfer their core responsibilities to their subordinates.

A. True
B. **False**

60. The West African Examination Council does not operate in Francophone West Africa.

A. **True**
B. False

Section C

Fill In Questions

Instruction: Answer all questions in this Section by filling-in the space provided on your question paper with the correct or best answer.

61. In the implementation of the School Performance Improvement Plan (SPIP). The Metropolitan/Municipal/District directorate of education is responsible mainly for .....

Answer: Approval, monitoring and support98

62. The Complementary Basic Education (CBE) programme is targeted at which group of learners?

Answer: out of school learners (children) between the ages 8 to 14 years99

63.The highest rank on the Ghana Education Service (GES) scheme of service is known as .....

Answer: Director General100

64. Complete the mission statement of GES: “To ensure that all Ghanaian children of school going age are provided with inclusive and equitable ..... formal education and training'.

Answer: Quality101

65. In order for all students to move easily around the classroom a teacher can .....

Answer: Create physical path way102

66. The five principles of Leadership for Learning (LfL) are a focus on learning, learning environment, learning dialogue, shared leadership and .....

Answer: Shared sense of accountability103

67. When a teacher encourages a student to support another student, it is a teaching strategy known as .....

Answer: Peer teaching104

68. Paperless filing system means making use of .....

Answer: digitisation105

69.The abbreviation EMIS as used in the education sector stands for .....

Answer: Education Management Information System106

70.There are three main domains of educational objectives. These are Cognitive, Affective and .....

Answer: Psychomotor107

71.The agency of the Ministry of Education responsible for implementing periodic external evaluation of quality and standards in pre-tertiary education in Ghana is the .....

Answer: NaSIA

72. As at October 2020, the number of local administrative districts in Ghana was .....

Answer: 260108

73. The type of motivation which involves engaging in a behaviour because it is personally rewarding rather than the desire for external reward is known as .....

Answer: Intrinsic109

74.There are two Deputies under the Director-General within the GES organogram. We have the Deputy Director-General Quality and Access and the Deputy Director-General .....

Answer: Management Services110

75. On the regional education office organogram, the drivers and security guards work under the .....

Answer: Principal administrative officer111

MoE/GES/AD I/2021

Section A

Multiple Choice Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following is not a value of the education sector?
   A. Accountability and Transparency
   B. Efficient Management of Resources
   C. **Financial Resource Inflows**
   D. Quality Education

2. What is the core mandate of the Ghana Education Service?
   A. To develop national curriculum on education to be implemented by the Ministry of Education.
   B. To formulate approved national policies and programmes on education.
   C. **To implement approved national policies and programmes on education.**
   D. To prepare approved salary structure for teachers for the Ministry of Education.

3. The governing body for the Ghana Education Service is the .....
   A. Directors of Education
   B. **Ghana Education Service Council**
   C. The Director General of Ghana Education Service
   D. The Ghana Education Service Headquarters

4. Distinguish between Scheme of Work, S, and Terms and Conditions of Service, T.
   A. S refers to classroom teachers' job description while T refers to contract of appointment regulating teachers' compensation, progression, work ethics, discipline, etc.
   B. S refers to contract of appointment which regulates the relationship between the GES and teachers while T refers to classroom teachers' job description based on the syllabus.
   C. **S refers to the syllabus while T refers to contract of appointment which regulates the relationship between the GES and teachers.**[112]
   D. S refers to classroom teachers' job description while T refers to the code of conduct for teachers.

5. The only apex disciplining authority that has the power to endorse any recommendation to summarily dismiss a teaching and non-teaching personnel from the GES is the .....

A. Board of Governors
B. Director-General of GES
C. **GES Council**
D. Ministry of Education

6. Ghana Education Trust Fund (GETFund) provides support mainly in the area of .....

A. administration expenses
B. **assets and investment expenditure**
C. compensation of employees
D. goods and services

7. Under the new primary school curriculum reforms, "Standard-based Curriculum" means .....

A. **pupils shall demonstrate understanding and mastery of knowledge and skills as they progress in their education**
B. pupils shall demonstrate understanding and mastery of knowledge and skills through a standard examination or assessment
C. standard assessment system to provide sufficient data to help fashion improvement in teaching and learning
D. there shall be a National Assessment at P2, P4 and P6 to track children's performance

8. The processes that improve the quality of teaching and learning are .....

I. use of questioning, illustrations, and demonstrations in lesson delivery
II. creation of opportunities for all learners to express their views
III. encouragement of learner-initiated tasks through motivation such as praise and friendly dialogue
IV. effective class control by following established rules of conduct and checking disruptive behaviour
V. use of appropriate procedures for assessing learners' work

A. I, II and III Only
B. II and III Only
C. I, II, III and IV Only
D. **I, II, III, IV and V**

9. A teacher is to use appropriate methods, techniques and sound principles of teaching and learning such as .....

I. building on past learning or previous knowledge and positive reinforcement
II. providing guidance and practice in class before independent practice
III. motivating and sustaining pupils' interest
IV. involving each learner in the teaching/learning process
V. distributing evaluative questions evenly

A. I, II and III only
B. II and III only
C. I, II, III and IV only
D. **I, II, III, IV and V**

10. Complete the following Vision Statement of the Ghana Education Service. The Ghana Education Service seeks to create an enabling environment in all educational institutions and management positions that will .....

A. develop effective Learning and efficiency in the management of the attainment of the goals of the Service
B. facilitate effective formal and informal education in pre-tertiary institutions
C. **facilitate effective teaching and learning and efficiency in the management of the attainment of the goals of the Service**
D. promote effective teaching and efficiency in the management of the attainment of the goals of the Service

11. Which of the following is not a specific duty of the Ghana Education Service?

A. **Develop educational policies and programmes.**
B. Maintain professional standards and the conduct of its personnel (knowledge of conditions of service and code of conduct required).
C. Register teachers and keep an up-to-date register of all teachers in the public system.
D. Register, supervise and inspect Private Pre-Tertiary Educational Institutions.

12. In a learner-centred school, which of the following activities would the school head encourage?

A. Parents to design the curriculum.

B. Students to design the curriculum.
C. Teachers to avoid tests and other assessments because they demoralize students.
D. **Teachers to develop lesson plans that use existing knowledge to construct new knowledge.**

13. Which of the following statements about student grouping is correct?

A. Grouping should be done throughout the school day rather than selectively during the school day.
B. **Heterogeneous grouping is preferable to homogeneous grouping.**
C. Homogeneous grouping is preferable to heterogeneous grouping.
D. None of the above

14. A test that measures a student's knowledge or skill in relation to a curriculum standard is .....

A. **criterion-referenced**
B. issue-referenced
C. norm-referenced
D. textbook referenced

15. Which of the following statements about teacher performance evaluation is not correct? The process can be .....

A. both formative and summative
B. formative
C. **summative nor formative**
D. summative

16. Which of the following statements about teacher summative performance evaluation is correct? The primary purpose is to .....

A. determine if a teacher should be re-employed
B. force teachers to develop lesson plans
C. **improve the teachers' performance**
D. remind teachers they are being watched

17. Which of the following statements about cooperative learning is correct? Cooperative learning .....

A. is another term for ability grouping
B. refers to learning contracts between teachers and parents
C. **stresses student cooperation rather than student competition**
D. to services delivered by joint service centres

18. In performance evaluation, merit and worth are important concepts. Which of the following statements about them is correct?

A. Both merit and worth pertain to measuring an employee's effectiveness.
B. **Merit pertains to measuring an employee's effectiveness.**[113]
C. Merit pertains to measuring an employee's value to the school.
D. Worth pertains to measuring an employee's effectiveness.

19. Which of the following is/are data produced by norm-referenced tests?

A. Determination of whether students are performing at grade level.
B. Mastery of specific objectives in the curriculum.
C. Mastery of specific skills related to the curriculum.
D. **All of the above.**[114]

20. Which of the following statements about interdisciplinary teacher teaming is incorrect?

A. In teams, teacher preferences and power can result in one subject dominating other subjects.
B. Teaming is intended to accommodate curricula constructed around contemporary subjects and problems rather than disciplines (separate subjects).
C. Teams are usually more open to considering change than are traditional academic departments.
D. **None of the above.**[115]

21. Which one of the following statements about a multi-track, year-round calendar is correct? The calendar .....

A. decreases the need for storage space
B. is intended to decrease the functional capacity of a school
C. **is intended to increase the functional capacity of a school**
D. reduces staffing needs

22. In a typical teaching and learning environment, students are most likely to be intrinsically motivated to learn when they .....

A. anticipate that they will receive positive rewards for achieving instructional objectives
B. **are interested in what they are learning and understand how it relates to their own lives**
C. know that they will be writing a test or examination in

the near future

D. perceive that their performance compares favourably with that of their peers engaged in the same tasks

23. Which of the following statements about school culture is correct?

A. A principal's behaviour is the sole determinant of school culture.

B. **School culture consists of shared values and beliefs that tell educators how to address problems.**

C. School culture describes a school's mission.

D. School culture describes the demographic composition of a school.

24. Which of the following statements accurately describes the process of reaching consensus? Consensus .....

A. involves determining which faction's position will prevail

B. **involves reaching a decision everyone can accept**

C. is another term for voting

D. is the process of reaching an ideal decision

25. Decisions about what to do to improve schools entail higher levels of uncertainty. Why?

A. A lot of time is spent on school improvement efforts.

B. **Future conditions cannot be predicted accurately.**

C. Teachers are not interested in participating in school improvement efforts.

D. The school head may be autocratic.

26. School philosophy is a cornerstone for continuous school improvement. Which of the following best explains a school philosophy? School philosophy .....

A. **addresses the shared values and beliefs of the school.**

B. describes the shared purpose of the school.

C. entails the strategies for reaching the preferred future.

D. is the shared preferred future of the school.

27. In an open school climate, ...

A. all decisions are made by the PTA.

B. **interactions among stakeholders are promoted.**

C. parents do not participate in decision making.

D. principals interact only with teachers.

28. A conflict matrix in relation to time tabling is designed to determine which of the following? Courses that .....

A. cannot be scheduled at any time.
B. **cannot be scheduled at the same time.**
C. teachers are unwilling to teach.
A. teachers cannot teach.

29. As a strategy to improve schools, which statement is false about intensification mandates?

A. They are imposed on schools from external stakeholders.
B. **They are uniformly applied to all schools.**
A. They require schools to do more of what they are already doing.
B. They require schools to use their plans to drive improvement.

30. Teachers pursuing moral and ethical behaviour in their schools usually .....

A. cater for the needs of their constituency.
B. do not promote data-driven decisions.
C. **seek to represent all stakeholders fairly and equally.**
D. All of the above.

31. Which of the following statements about discipline and punishment is correct?

A. Discipline focuses on imposing controls and punishment focuses on promoting positive behaviour.
B. **Discipline focuses on promoting positive behaviour and punishment focuses on imposing controls.**
C. Discipline is the responsibility of the principal and punishment is the responsibility of the superintendent.
D. Discipline is the responsibility of the superintendent and punishment is the responsibility of the principal.

32. Teachers are advised that in matters of student discipline, students should .....

A. **have a fair and impartial hearing.**
B. have no recourse to appeal a decision.
C. present only the class teacher as a witness.
D. All of the above.

33. Teachers are expected to engage in extensive analysis when making unprogrammed decisions in the school. Why?

A. **Existing policy and rules do not prescribe the action to be taken.**
B. The decision is of less importance to the school.
C. The decision would be evaluated by the school head.

D. The existing policy and rules prescribe the action to be taken.

34. Which of the following statements about teacher group decision making is correct?

A. Group decision making indicates teachers have taken over decision making in schools.
B. **Group decision making produces shared leadership in the school.**
C. Group decision making shows individual teachers are unable to take decisions.
D. In group decision making, only unimportant decisions are made.

35. Effective teaching recommendations include .....

I. presenting new material in small steps with learner practice after each step.
II. guiding learners as they begin to practice.
III. providing systematic feedback and corrections.
IV. teachers consulting parents on what to teach.

A. I, and II only
B. **I, II and III only**
C. II and III only
D. I, II, III and IV

36. Which of the statements below is not an expectation of the National Teachers' Standards? The Standards expect the teacher to .....

A. demonstrate good knowledge in the relevant subject(s) and curriculum areas.
B. demonstrate knowledge and understanding of how different learning styles impact on teaching.
C. have a sound knowledge of learners' different ways of organising their learning.
D. **reflect on previous knowledge and utilize it as the only source of knowledge to teach.**

37. Which of the following constitutes the National Teachers' Standards?

A. Professional Associations, Professional Practice, Professional License
B. Professional Knowledge, Professional Practice, Professional License
C. Professional Values and Attitudes, Professional

Associations, Professional Practice

D. **Professional Values and Attitudes, Professional Knowledge, Professional Practice**

38. Effective classroom management strategies do not include .....

A. encouraging initiative.
B. letting students help establish guidelines.
C. modelling ideal behaviour.
D. **providing textbooks.**

39. Differentiated instruction is an effective method of teaching. Which statement accurately describes differentiated instruction? Differentiated instruction .....

A. breaks the lesson note into smaller units.
B. facilitates the timely completion of lessons.
C. **is a teacher's response to meeting the needs of learners.**
D. works best with a homogenous learner group.

40. One of the key learning objectives of Sustainable Development Goals (SDG) 4; “to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all" is that the learner .....

A. is able to identify his/her individual rights and clarify his/her needs and values related to work.
B. **is able to recognize the intrinsic value of education and to analyse and identify his/her own learning needs in his/her personal development.**
C. knows the basic principles of sustainable planning and building, and can identify opportunities for making his/her own area more sustainable and inclusive.
D. understands that inequality is a major driver for societal problems and individual dissatisfaction.

41. A/an ..... is an instrument used for measuring sample of behaviour.

A. assessment
B. evaluation
C. measurement
D. **test**

42. Which one of the following processes is limited to quantitative description of a pupil's performance?

A. Assessment

B. Evaluation
C. **Measurement**
D. Testing

43. The purpose of evaluation is to make ..... about students.
A. decision
B. **judgment**
C. opinion
D. prediction

44. Evaluation is done to make judgment about the ..... of education.
A. age
B. **quality**
C. quantity
D. time period

45. The type of evaluation that monitors learning progress is ..... evaluation.
A. diagnostic
B. **formative**
C. placement
D. summative

46. Which of the following is a process of obtaining numerical values for students characteristics?
A. Assessment
B. Evaluation
C. **Measurement**
D. Test

47. A formal and systematic procedure of getting information about how much students have learnt is .....
A. assessment
B. evaluation
C. measurement
D. **test**

48.The purpose of evaluation in education is to .....
A. assign a mark or score to a student
B. measure the achievement of students
C. test the student in a subject
D. **make judgement about the quality of learning**

49. The best possible way of evaluating a student's performance is through .....

A. **an on-going overall assessment throughout the year.**
B. annual tests.
C. monthly tests.
D. weekly tests.

50. The end of term exams conducted in schools are largely .....

A. achievement tests.
B. aptitude tests.
C. intelligence tests.
D. **standardized achievement tests.**

Section B

True/False Questions

Instruction: Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

51. The District Education Oversight Committee (DEOC) is a structure to facilitate community participation in education.

A. **True**
B. False

52. The Capitation Grant was introduced in basic schools to remove fees as a barrier to access to Education.

A. **True**
B. False

53. One of the objectives of the 2008 Education Reform Programme is to enhance education sector management and budgeting procedures.

A. **True**
B. False

54. An attribute of good governance in GES is non-delegation of management control of an institution.

A. True
B. **False**

55. The core function of the Ghana Education Service is to formulate approved structure and content of education in the country.

A. True
B. **False**

56. The Ghana Education Service Act, 2008 (Act 778) is the current Act governing the Ghana Education Service.

A. **True**
B. False

57. A school's "informal organization" refers to the structure of extra-curricular activities.

A. True
B. **False**

58. Giving teachers the authority and responsibility to apply their own professional knowledge to making decisions in their area of responsibility is an important aspect of collegiality.

A. **True**
B. False

59. Teacher survey is not an effective process for collecting data about instructional and organizational effectiveness.
A. True
B. **False**

60. Norm-referenced tests cannot be used to improve instruction.
A. True
B. **False**

61. Value-added assessment focuses on student learning gains in an academic year.
A. **True**[116]
B. False

62. Complexity in school scheduling relates to meeting the different needs of students.
A. **True**
B. False

63. School heads should refrain from conducting community surveys.
A. True
B. **False**

64. Newly trained teachers are socialized in order to perpetuate the culture of the school.
A. **True**
B. False

65. Teachers exercise leadership in the school in their operations.
A. **True**
B. False

66. A school is considered efficient if inputs are low and outputs are high.
A. **True**
B. False

67. Grading students' performance has a powerful influence on school culture and contributes to shape how students learn both in the classroom and outside of the classroom.
A. **True**
B. False

68. Consensus in planning increases teacher sense of ownership in school improvement efforts.

A. **True**
B. False

69. Visioning identifies destination; planning provides the goals and strategies to get there.

A. **True**
B. False

70. Efficiency as a value affects school policy decisions.

A. **True**
B. False

71. Normative systems, such as grading on the curve, work against collaborative learning strategies.

A. **True**[117]
B. False

72. Involving teachers in the employment interviews of prospective teachers for the department is a bad idea.

A. True
B. **False**

73. Performance tasks are hands-on activities that require students to demonstrate their ability to perform certain actions.

A. **True**
B. False

74. It is not important to know the purpose of assessment before selecting an assessment approach.

A. True
B. **False**

75. Grades as indicators of what students have learned become tainted if non-academic factors are counted and included in the evaluation.

A. **True**[118]
B. False

MoE/GES/AD II/2021

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. The Common Core Programme (CCP) for Junior and Senior High Schools consist of how many subjects?

A. 7
B. 8
C. **9**
D. 10

2. Which one of these agencies is not a body under the Ministry of Education which implements its policies and programmes related to education?

A. Complementary Education Agency
B. Ghana Library Board
C. Ghana Tertiary Education Commission
D. **National Commission for Civic Education**[119]

3. Which of the following is/are the objectives of the 1987 Education Reform?

I. Increase access to basic education
II. Shorten the pre-university education structure front 17 years to 12 years.
III. Make education cost effective
IV. Improve quality of education by making it more effective to socio-economic conditions

A. I only
B. I, II and III only
C. II and III only
D. **I, II, III and IV**

4. Which of the following was part of the programmes and interventions implemented to facilitate the attainment of the free Compulsory Universal Basic Education (fCUBE) policy objectives?

I. Quality improvement in primary Schools (QUIPS)
II. Child School Community Progress in Education (Child Scope)
III. Performance Monitoring Test (PMT)
IV. District Teacher Support Teams (DTST)

A. I, II and III only
B. **I, II, III and IV**
C. II and III only
D. III only

5. Ghana's system of education is aimed at which of these aspects of development?

A. Character formation.
B. Personality development.
C. Preservation of culture.
D. **All of the above**

6. The Ghana Education Service was established by the Ghana Education Service Act 1995, ...

A. **Act 506**
B. Act 605
C. Act 778
D. Act 788

7. Which of the following is/are not the ways through which education policies are formulated?

I. Imposition by elites
II. Political discussions
III. Stakeholder consultations

A. **I only**
B. I, II and III
C. II only
D. III only

8. Which of the following subjects is not part of the list of subjects to be studied under the Common Core Programme for Junior and Senior High Schools in Ghana?

A. Career Technology
B. **History**
C. Physical and Health Education
D. Religious and Moral Education

9. The current Deputy Director-General of the Ghana Education Service in charge of Quality and Access is known as .....

A. **Dr. Kwabena Bempah Tandoh**
B. Lawyer Anthony Boateng
C. Professor Kwasi Opoku-Amankwa
D. Professor Mathew Opoku Prempeh

10. Membership of the Ghana Education Service is made up of all the following **except** .....

A. **all the stakeholders in education**
B. other persons that may be employed for the Service.
C. teachers and non-teaching supporting personnel in pre-tertiary educational institutions in the public system.
D. the personnel of the Ghana Education Service existing immediately before the coming into force of the Ghana Education Act of 1995.

11. Which of the following is the least remedy for students' absenteeism in schools?

A. Parents should be counseled to ensure regular attendance of their wards/pupils to school.
B. Parents should personally supervise the activities of their wards to ensure that they do not play truancy.
C. **Pupils should be punished for absenteeism.**120
D. Teachers should desist from harassing students.

12. The headteacher in a learner centred school undertakes all the following activities to enhance teaching and learning **except** .....

A. empowering teachers to involve each learner in the teaching/learning process.
B. **encouraging teachers to avoid tests and other assessments because they demoralize students.**
C. encouraging teachers to develop lesson plans that use existing knowledge to construct new knowledge.
D. motivating and sustaining teachers' interest in teaching.

13. Which one of the following is the most common role of teachers in education?

A. Build a warm environment in the classroom.
B. **Mentor and nurture students.**121
C. Provide leadership for learning.
D. Set the tone of their classrooms.

14. Which one of the following is not one of the core competencies emphasized in the new standards-based curriculum?

A. **Clarity.**122
B. Collaboration.
C. Communication.
D. Critical thinking.

15. Which of the following methods, techniques and principles are teachers encouraged to use to promote effective teaching and

learning?

I. Building on past learning or previous knowledge and positive reinforcement.
II. Providing guidance and practice in class before independent practice.
III. Motivating and sustaining pupils' interest.
IV. Involving each learner in the teaching/learning process.
V. Even distribution of evaluative questions.

A. I, II and III only
B. **I, II, III, IV and V**
C. I, II, III and IV only
D. II and III only

16. Supervision of teaching mainly ensures .....
A. achievement of success in examination.
B. advancement of pupil welfare.
C. proper utilization of school facilities.
D. **quality delivery of the curriculum.**123

17. Management is commonly defined as .....
A. getting things done so that demand is fulfilled.
B. **getting things done through other people.**
C. knowing what actually has been produced and which should have been produced.
D. working for others.

18. Rote learning is more common with ..... curriculum.
A. learner-centred
B. problem-based
C. standard-centred
D. **subject-centred**124

19.All the following statements about the teacher are correct, **except** that the teacher .....
A. **imposes ideas on pupils.**
B. is seen as a role model to pupils.
C. is the leader of the class.
D. serves as a facilitator to pupils/teaching.

20. Teaching objectives should be all the following, **except** being .....
A. achievable.
B. realistic.
C. **rigid.**

D. time-bound.

21. The maturity level of students determines the .....
A. appropriate motivational techniques needed to be employed
B. learning tasks.
C. teaching methods.
D. **All of the above.**

22. Which one of the following reasons best explains why teachers should ensure that there are physical pathways for students in the classroom? The pathways .....
A. allow student private space to work for themselves.
B. **make it easy for teachers to attend to individual student needs.**
C. make it easier for teachers to see the board from the back.
D. make students less likely to become distracted.

23. If teachers want to present information to students in interesting' ways, they should start from what they .....
A. **already know.**
B. are to know.
C. are willing to know.
D. don't know.

24. In order to effect a purposeful change in schools, a school leader should ask the question .....
A. What do we hope to accomplish?
B. What resources do we require?
C. Why is the change taking place?
D. **All of the above.**

25. Heads of educational institutions can appropriately ensure the safety of their students against COVID-19 by the following measures **except** providing them .....
A. face mask to wear.
B. **hand gloves to protect their hands.**
C. hand sanitizer to sanitize their hands.
D. water and liquid soaps to wash their hands.

26. Which one of these questions helps you the least to specify your lesson objectives for student learning, as a teacher?
A. What do I want students to learn?
B. What do I want them to understand and be able to do at

the end of class?
C. What is the topic of the lesson?
D. **What will I do to explain the topic?**[125]

27. Which of these reflective questions would best help the classroom teacher to design learning activities for teaching?
A. How will I check whether students know anything about the topic or have any preconceived notions about it?
B. **What are the relevant real-life examples, analogies, or situations that can help students understand the topic?**
C. What questions will I ask students to check for understanding.
D. What will I have students do to demonstrate that they are following

28. Which of these Ghanaian languages is not approved for teaching and learning in Ghanaian schools?
A. Dangme
B. Kasem
C. Nzema
D. **Sefwi**[126]

29. Which of these learners attributes is not a major aspect of school bonding? Attachment to .....
A. friends.
B. teachers.
C. **the non-teaching staff.**[127]
D. the school.

30. For what reason might a school be unable to maintain adequate educational quality and student discipline?
A. Diversity
B. **Segregation**
C. Both option A and B
D. None of the above

31. Which of the following types of Achievement Test items can best be used to measure higher-order cognitive skills?
A. **Essay**
B. Multiple-choice
C. Short Answer or Completion
D. True-false

32. All of these key terms relate to and/or describe reliability, **except**

.....

A. consistency
B. **credibility**[128]
C. dependability
D. trustworthiness

Use the information provided below to answer questions 33 - 35.

Bloom's Taxonomy of Educational Objectives lists six levels of intellectual understanding, namely: Knowledge, Analysis, Comprehension, Synthesis, Application and Evaluation. These levels of understanding assist in categorizing test questions.

For questions 33 - 35, link the sample question frames to the appropriate level of intellectual understanding.

33. A question which asks learners to 'Restate a concept in their own words' is an example of ..... test question frame.

A. analysis
B. **comprehension**[129]
C. knowledge
D. synthesis

34. A question which asks learners to 'Infer from a concept' is an example of ..... test question frame.

A. **comprehension**[130]
B. evaluation
C. knowledge
D. synthesis

35. A question which asks learners 'What is meant by...?' is an example of ..... test question frame.

A. analysis
B. application
C. **knowledge**[131]
D. synthesis

36. Which of these statements is not correct about examination malpractice?

A. **It is a sure way for candidates not to fail in an examination.**
B. It may lead to the cancelation of entire results of a school.
C. People caught in examination leakage may be prosecuted at the law courts

D. The general public may lose confidence in the certificates that are awarded to candidates

37. Programme evaluation is one of the many duties assigned to educational administrators. Which one of the following statements describes summative programme evaluation accurately?

A. **It is a process intended to determine if a programme has met its goals.**
B. It is a process intended to get input from teachers.
C. It is a process intended to provide information that can be used to improve a programme.
D. None of the above

38. Out of 50 students who took a test, 45 of them passed. What percentage of them failed?

A. 5%
B. **10%**
C. 20%
D. 30%

39. Which of the following is **not** an example of learning assessment metric for Ghanaian basic schools?

A. Early Grade Mathematics Assessment (EGMA)
B. Early Grade Reading Assessment (EGRA)
C. National Examination Assessment (NEA)
D. **Trends in International Mathematics and Science Study (TIMSS)**[132]

40. The general name for scoring guide used to evaluate the quality of students is called a/an .....

A. checklist.
B. inventory.
C. rating scale.
D. **rubric.**

41. The SDG that relates to education aims to ensure .....

A. equitable and inclusive education for all, especially the girl child.
B. improved access and participation in education for all school-aged children.
C. **inclusive and equitable quality lifelong learning opportunities for all.**
D. universal basic education for all.

42. As ways of mitigating the graduate unemployment issue, the

government has introduced the following interventions except .....

A. Nation Builders Corps.
B. National Youth Employment Programme.
C. **Teachers and Nurses allowances.**
D. Youth in Afforestation.

43. All the following are minimum levels of Standards every beginner teacher in Ghana must meet according to the components of the National Teachers' Standards (NTS), **except** professional .....

A. **ethics**[133]
B. knowledge
C. practice
D. values

44. Which of these general competencies envisioned by Ghana's pre-tertiary education curriculum framework seeks to promote entrepreneurial skills in learners?

A. Communication and collaboration
B. **Creativity and innovation**
C. Critical thinking and Problem solving
D. Personal development and leadership

45. A student's ability to analyse issues and situations leading to the resolution of problems is a demonstration of what kind of competence?

A. Communication and collaboration
B. **Creativity and innovation**[134]
C. Cultural identity and global citizenship
D. Personal development and leadership competence

46. Which body within the Ghanaian education system has the overall responsibility for education sector policy formulation, planning, monitoring, evaluation, budgeting and co-ordinating?

A. Ghana Education Service
B. **Ministry of Education**
C. National Council for Curriculum and Assessment
D. National Council for Tertiary Education

47. Which of the following is not part of the major regulatory laws governing financial administration in schools in Ghana?

A. **Education Act 778 of 2008**
B. The Constitution of the Republic of Ghana,1992
C. The Internal Audit Agency Act, 2003 (Act 658)
D. The Public Financial Management Act, 2016 (Act 921)

48. Which of these options is not a major aim of the Double Track intervention which was introduced in senior high schools in Ghana?

A. Create room to accommodate the increase in enrolment
B. Expand physical school infrastructure and facilities
C. **Increase the number of holidays (especially for teachers)**
D. Reduce Class sizes

49. The activity of teachers investigating their own practices and developing useful ideas to improve their practices can be referred to as ..... research.

A. **action**135
B. basic
C. qualitative
D. quantitative

50. Which of the following offices of the Ministry of Education houses the Education Management Information System (EMIS) data?

A. Administration and General Services
B. Free Senior High School Secretariat
C. Reform Secretariat
D. **Statistics Research, and Information Management (SRIM)**

Section B

True/False Questions

Instruction: Answer all questions in this Section by identifying whether the statement provided is true or false. Circle the letter that corresponds to the correct or best option on your question paper.

51. Sustainable Development Goals (SDG) 4, Target 1 states that “by 2030, all boys and girls complete free equitable and quality primary and secondary education leading to relevant and effective learning outcomes".

A. **True**[136]
B. False

52. A school can directly improve academic performance of students by improving teacher's note-taking skills.

A. True
B. **False**[137]

53. One of the major quality assurance issues confronting heads of public senior high schools is the encroachment on school lands by the local chiefs and other people.

A. **True**[138]
B. False

54. The school timetable brings together subjects, teachers, classes, rooms, and school equipment in the best possible permutations

A. **True**[139]
B. False

55. The overall goal of the Ministry of Education is to provide relevant and quality education for some Ghanaians.

A. True
B. **False**

56. The goal of the education sector is in accordance with the Education Act 778.

A. **True**
B. False

57. The guiding principle of guidance and counselling is that optimum emotional and psychosocial wellbeing of the learner is a determining factor for effective learning.

A. **True**

B. False

58. Outstanding teachers may be selected for awards by school improvement and support officers, pupils/students, heads of institution and colleagues.

A. **True**
B. False

59. The quality of teaching is determined by the total number of pupils in a class.

A. True
B. **False**[140]

60. The closing of schools, universities and colleges as a result of COVID-19 outbreak disturbed teaching for students around the world but could not affect education in any way as teaching and learning still go on.

A. True
B. **False**

61. Equity, inclusion, gender and teachers are cross-cutting issues in education.

A. **True**
B. False

62. Basic education is designed for all Ghanaian children from age four (4) to fifteen(15) within a period of eleven (11) years.

A. **True**
B. False

63. Creativity and Innovation (CI) skills enable learners to develop their cognitive and reasoning abilities to analyse issues and situations leading to the resolution of problems.

A. True
B. **False**[141]

64. An important strategy that will help you as a teacher to introduce your topic is to anticipate students' questions.

A. **True**
B. False

65. Summative assessment can take the form of progress review meetings between the teacher and student at various points in the term.

A. True

B. **False**[142]

66. It is not recommended to take statements directly from texts to make good 'true or false' question items.

A. **True**[143]
B. False

67. Strategies such as writing detailed test questions or prompts, including clear directions and establishing and communicating clear grading criteria will increase test reliability.

A. **True**[144]
B. False

68. Two key characteristics of any form of assessment are validity and reliability. Another way to think of reliability is in terms of replicability.

A. **True**[145]
B. False

69. Student performance is higher in classes where the teacher devotes large amounts of time to the materials needed rather than teaching content.

A. True
B. **False**[146]

70. In Ghana, financial accountability is one of the major responsibilities of the head of schools.

A. **True**
B. False

71. Procrastination is a productive behaviour pattern that causes you to enhance your on-the-job efficiency because you focus on tasks that aren't priorities for the day or week.

A. True
B. **False**[147]

72. An advantage of planning is that we tend to focus on what works today and not how to deal with the issues of tomorrow.

A. True
B. **False**[148]

73. Teacher Education Division (TED) is one of the divisions at the Ghana Education Service Headquarters.

A. True
B. **False**[149]

74. The Ghana Tertiary Education Commission comprise the National Accreditation Board and the National Council for Tertiary Education

A. **True**[150]
B. False

75. The Ghana Education Service Council submits to the Minister of Education recommendations for tertiary education policies and programmes in Ghana.

A. True
B. **False**[151]

MoE/GES/DD/2020

Section A

Multiple Choice Questions

Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following **best** illustrates a teacher applying a constructivist approach to student learning?

A. A language arts teacher provides students with a concrete reward each time they turn in a written assignment that is free of errors.
B. **A math teacher has students use hands-on materials and real-world problems to acquire new concepts and practice skills.**[152]
C. A science teacher demonstrates the correct procedures for performing complex experiments before having students perform the experiments.
D. A social studies teacher uses visual aids and a logical progression of ideas when presenting lessons about new or unfamiliar topics.

2. A JHS teacher gives students a term project that involves various activities such as conducting a research, interviewing people, writing a report and making a group presentation in class. Which of the following strategies should the teacher use to help the students successfully carry out their projects?

A. Explaining to students how the objectives of the project fit into a larger instructional plan.
B. **Organizing project tasks in a step-by-step sequence and providing students with directions and reminders for completing each step.**[153]
C. Putting students into groups and scheduling regular times for them to meet.
D. Reassuring students that they possess all of the skills and abilities needed to complete the project tasks.

3. In a typical teaching and learning environment, students are most likely to be intrinsically motivated to learn when they .....

A. anticipate that they will receive positive rewards for achieving instructional objectives.
B. **are interested in what they are learning and understand how it relates to their own lives.**[154]
C. know that they will be writing a test or examination in the near future.

D. perceive that their performance compares favourably with that of peers engaged in the same tasks.

4. The Free SHS Programme in Ghana is funded by the .....

A. **Annual Budget Funding Amount**
B. Chinese Government
C. Ghana Education Trust Fund
D. Scholarship Secretariat

5. Alhaji Musa has recently been appointed as the head of an educational institution. Upon assuming duty, he thought of carving a statement of the ideal future of the school. This statement will provide a dramatic look at what the entire school will be like at a distant point in the future, say five to ten years. This statement is a broad image of the possibilities that lie ahead. This statement is called a/an .....

A. mission statement.
B. operations statement.
C. target statement.
D. **vision statement.**

6. Which of the following statements about effective classroom management is false? Classroom management involves .....

A. planning ahead of the first day of class.
B. **teachers having at least four rules to guide them.**155
C. the difference between calm productivity and total class disorder.
D. the same strategies but may vary in the techniques used for each class.

7. Global citizenship education is a form of ..... that involves students' active participation in projects that address global issues of social, political, and economic development.

A. civic education
B. **civic learning**156
C. global awareness
D. global culture

8. Which of the following affirms that quality is at the heart of education and therefore sets out the desirable characteristics for the various components for quality education learners, content and systems?

A. Global Education Policy Dashboard
B. Salamanca Statement and Framework for Action
C. World Bank Education Strategy
D. **2000 Dakar Framework for Action**157

9. Which of the following in Ghana has the objective of equitable educational opportunity and the prioritization of the disadvantaged in society?

A. Disability Law
B. **Inclusive Education System**
C. Right to Education Principle
D. Special Education Provision

10. When making important administrative decisions, it helps to .....

A. enlist advice from the assistant school head.
B. **give teachers a chance to make their contributions.**
C. implement changes as quickly as possible.
D. reward teachers who adapt more quickly.

11. The standards specified in the content of the new GES Curriculum for Basic Schools, adopted for implementation in September 2019 in Ghana, are based on not only what Ghana as a nation requires of its workforce, but also on the demands of globalization. At the points of exit, it is expected that graduates for the curriculum will have attained knowledge and skills that allow them to compete in the international job market. Which of the following goals of curriculum development is this reflected in?

A. Better Ghana Agenda
B. Development of a sense of civic responsibility
C. **Globally competitive Ghanaian workforce**
D. Preservation of national resources and cultural values

12. Ensuring high teacher morale is important because teachers with high morale .....

A. **are more likely to remain on the job in spite of challenges.**
B. are rewarded for their efforts.
C. ask more interesting questions of their students.
D. produce higher test scores.

13. During teacher evaluations the circuit supervisor or school head needs to take objective evidence-based notes to share with teachers in post-observation conferences and use them to guide the discussions. Which of the following statements best illustrates such notes?

A. **In a class of 42, the teacher calls on one student to answer four out of ten questions asked.**158
B. The teacher is highly responsive to the cultural and other types of student diversity in the class.
C. The teacher makes little or no effort to make instruction

relevant to student interests and needs.

D. Throughout the lesson, the teacher uses a variety of effective strategies to monitor student understanding.

14. A school head is about to take over the leadership of a low-performing school. One of the school head's first goals will be to evaluate teacher quality in the school. The school head can best begin this process by .....

A. **arranging to observe instruction in each classroom.**[159]

B. comparing student grades in each subject area across classrooms.

C. having each teacher complete a teaching self-evaluation.

D. interviewing each teacher about his or her teaching practices.

15. The basic assumption that supervision has an expert tag attached to it means the supervisor .....

A. must have a PhD qualification.

B. should ensure students have the requisite qualifications before they are admitted.

C. **should ensure that teachers have the minimum academic qualification.**[160]

D. should ensure that teachers have lots of workload.

16. A school head has been transferred to a failing school. In order to turn it around the school head can best avoid early mistakes and promote a smooth transition by taking which of the following actions first?

A. Communicating a willingness to refer initially to the experience and judgment of long-time school staff.

B. **Holding discussions with many stakeholders to learn about local values, views, and priorities.**[161]

C. Presenting for discussion a comprehensive, research-supported plan for improved student achievement.

D. Seeking information from the previous school head about leadership strategies that did and did not work at the school.

17. Which one of the following factors should an educator consider as the most important when evaluating a programme?

A. The cost involved in carrying out the evaluation of the programme.

B. **The uses of the evaluation results.**

C. Where and when the evaluation will take place.

D. Who the stakeholders of the programme are.

18. Which one of the following actions would you take in order to attain a high level of consistency in scoring students' responses to assessment tasks? By

A. **constantly following the scoring guide as the scripts are graded.**[162]
B. grading responses for all items for each script before the next script.
C. regularly referring to previously scored items when scoring new items.
D. scoring the responses based on the knowledge of students' identity.

19. A student-teacher who had grade B+ in Assessment in School could not write good items for an end-of-term examination. The head teacher of the school, therefore, questioned the teacher as to whether he really took part in the assessment course. Which one of the following characteristics of a good test might have informed the head teacher's question?

A. Normality
B. Objectivity
C. Reliability
D. **Validity**[163]

20. Which of the following purposes of assessment is often associated with a letter grade or number?

A. Assessment as learning.
B. Assessment for learning.
C. Assessment from learning.
D. **Assessment of learning.**[164]

21. A criterion-referenced assessment would most likely be used to

A. decide a student's position in integrated science end-of-term examination
B. determine if a student qualifies for special-education services.
C. **determine whether an individual student is meeting curriculum standards.**
D. select a student for government scholarship

22. Which of the following statement(s) is /are false?

I. It is easy to achieve the broad national goals of education when curriculum development is decentralized.

II. Students who follow a decentralized curriculum in deprived school districts are likely to be disadvantaged in the job market.

A. **I only**
B. II only
C. Both I and II
D. Neither I nor II

23. The following constitute special units under GES except the …
A. Girls Education Unit
B. Religion and Culture unit
C. **Science Resource Centre**
D. School Health Education Programme

24. The tenure of office of members of the GES Council is
A. five years
B. six years
C. **three years**
D. two years

25. The components of the Capitation Grant include all the following except .....
A. Improving access
B. **Non-teaching staff**
C. School facilities
D. School Management

26. Transfer Grant payable is equivalent to .....
A. **two months gross salary**
B. two months net salary
C. one-month net salary
D. one-month gross salary

27. The Government of Ghana mainstreamed KG into basic education in line with recommendations of the
A. **Dakar World Forum for Education**[165]
B. Early Childhood Committee
C. Education 2030 Agenda
D. UNESCO Forum

28. The roles of the School Management Committees (SMCs) and head teachers in the management of Capitation Grant are all the following except to ensure .....
A. accountability of funds used

B. effective utilization of the Capitation Grant
C. implementation of activities provided in the SPIP
D. **school opens a special bank account**

29. In the computerized schools' selection and placement system, all the following are used except the scores of .....
A. all subjects taken by BECE candidates
B. **BECE candidates and not grades**[166]
C. BECE candidates' core subjects
D. two best subjects of BECE candidates

30. The main purpose of the policy on girl child education by government is to ensure that .....
A. **all girls of school going age go to and stay in school**
B. all girls of school going age register in school
C. girls in the rural areas have equal access to schools
D. teenage pregnancy is eliminated

31. The 'scheme of service' of teachers refers to the .....
A. activities of the teachers for the term approved by the school head
B. outline of lesson plans presented to circuit supervisors
C. scheme of work prepared by the teacher for the term
D. **various ranks a teacher passes through in the teaching profession**[167]

32. One of the students of a class hardly talks in the class. How would you encourage him to express himself?
A. By encouraging children to take part in activities.
B. By giving good marks to those who express themselves well.
C. By organizing discussions around classroom activities.
D. **By organizing educational games/programmes which will make children feel like speaking.**[168]

33. A teacher is to use appropriate methods, techniques and sound principles of teaching and learning such as .....
I. building on past learning or previous knowledge and positive reinforcement.
II. providing guidance and practice in class before independent practice.
III. motivating and sustaining pupils' interest.
IV. involving each learner in the teaching/learning process.
V. distributing evaluative questions evenly.

A. I,II and III only
B. I, II, III and IV only
C. **I, II, III, IV and V**
D. II and III only

34. A curriculum is the sum total of a school efforts to influence a child's .....

A. **behaviour**[169]
B. course
C. design
D. logical sequence

35. Which of the following is a teacher-centered model that focuses on students' activities being guided by the teacher?

A. **Directive Model**[170]
B. Indirect Model
C. Pedagogical Model
D. Thinking Model

36. Any method of teaching which involves two or more students, can be termed as .....

A. class task
B. class work
C. group task
D. **group work**

Section B

TRUE OR FALSE QUESTIONS

Answer all the questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

37. Evidence of a positive school ethos includes consistent shared values and standards.

A. **True**[171]
B. False

38. It is important that circuit supervisors keep their teachers' lesson plan notebooks.

A. True
B. **False**

39. Students learn best in a multitude of ways rather than one dominant means.

A. **True**[172]
B. False

40. The competency-based training curriculum delivery methodology is suitable for TVET training at the second cycle level of education.

A. **True**[173]
B. False

41. Every goal in the 2030 Agenda requires education to empower people with the knowledge, skills and values to live in dignity, build their lives and contribute to their societies.

A. **True**
B. False

42. A school head promoting a professional learning community can lead to a sense of competition among teachers in a school.

A. True
B. **False**[174]

43. As a supervisor, consulting your staff in advance when developing a plan may direct your attention to potential pitfalls.

A. **True**
B. False

44. The need for a supervisor to engage in a human relations angle of supervision means that the supervisor should be involved in problem solving and learner-centered education.

A. **True**
B. False

45. In mainstreaming special education students, it is important that they experience an educational environment that reinforces the differences between special education and general education students.
A. True
B. **False**

46. The school head should ensure that paid vouchers are numbered sequentially and entered same in the log book and properly filled.
A. **True**[175]
B. False

47. Climate Change, Environmental Education and Education for Sustainable Development have become major tools for protecting the environment and ensuring sustainable development.
A. **True**
B. False

48. Even though homework is important in the instructional system and teachers must therefore give homework as part of the instructional process, it is NOT scored as part of the School-Based Assessment in Ghana.
A. **True**
B. False

49. A teacher must test his/her students when assessing them.
A. True
B. **False**[176]

50. Objective type tests cannot be used to assess higher-order thinking abilities.
A. True
B. **False**

51. Within the GES structure, decision-making takes place only within the GES council.
A. True
B. **False**

52. Transfers within the GES is an external exercise.
A. True
B. **False**

53. The GES Act 1995 [Act 506] and the Education Act 2008 [Act

877] are statutes that are directly related to the functions of GES.

A. True
B. **False**[177]

54. In 1974, the new structure and content of education was introduced which brought about the JSS concept implemented on pilot basis from 1976 to 1987.

A. **True**
B. False

55. The Ministry of Education's main mandate is to formulate education policies. A legal incident in this mandate is monitoring and evaluating their performance.

A. **True**
B. False

56. Legitimate Power of a school head is conferred by virtue of his or her appointment to the position and therefore can exert administrative authority.

A. **True**
B. False

Section C
FILL IN QUESTIONS

Answer all the questions in this section by writing the correct answer in the spaces provided on the question paper.

57. According to Skinnerian Operant conditioning theory, a negative reinforcement is .....

Answer: The removal of an aversive stimulus to increase the likelihood of a behavior.178

58. In classroom management the teacher's strategies and techniques must be .....

Answer: Varied/diversified.179

59. The ultimate purpose of supervision is to ensure .....

Answer: Advancement of learner (child) welfare.180

60. Which Sustainable Development Goal is directly related to Education?

Answer: Goal four (4).181

61. What does the Sustainable Development Goal which directly relates to Education state?

Answer: The goal is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.182

62. The CSSPS seeks to improve the manual system of selection and placement of qualified BECE candidates into public and private senior high schools, technical and vocational institutes by .....

Answer: using computerized system or computerizing the process.183

63. The United Nations General Assembly proclaimed ..... International Day of as in celebration of the role of

Answer: 5th October, teachers in the global world.

64. The rationale of educational planning in our education system is .....

Answer: Access, quality and equity education for all.184

65. The primary role of the mentoring teacher in the school of the pre-service teacher is most appropriately described as .....

Answer: Mentoring.

66. The basic purpose for instructional supervision is for .....

Answer: Effective teaching and learning.185

67. When the school head directs an investigation into suspected fraud, the only authorities to impose sanctions are .....

Answer: GES Council or DEOC, SMC and Board of Governors depending on the severity.186

68. The method of obtaining information to judge the worth of a curriculum whiles it is being implemented is known as .....

Answer: Evaluation.

69. The ability of a student to use an appropriate rule or principle to help him/her solve a problem without being prompted is specified in the cognitive domain of Bloom's Taxonomy as .....

Answer: application.187

70. The type of assessment which is used to determine students' strengths and weaknesses for correction and remediation is known as .....

Answer: Diagnostic test.188

71. In the chain of command of the GES headquarters, the Director General is the chief executive accountable to the .....

Answer: GES council.189

72. What is the core function of the National Inspectorate Board?

Answer: Undertake inspection of school, to evaluate on periodic basis first and second cycle institutions, set and enforce standards to be observed in both public and private basic and secondary educational institutions.

73. The main role of the Education Sector Analysis (ESA) is to .....

Answer: Identify progress made and outstanding challenges.190

74. The GES was established in the year 1974 as a national organization under the Ministry of Education (MoE) by the Act .....

Answer: 506.

75. It is important for teachers to know the Code of Conduct because .....

Answer: It provides set of rules and regulations to guide teachers in the performance of their functions.

MoE/GES/AD I/2020

Section A

Multiple Choice Questions

Instruction: Answer all questions in this Section by circling the letter corresponding to the correct or best answer on your question paper.

1. Which of the following is not an agency of the Ministry of Education?

A. Complementary Education Agency
B. Ghana Library Board
C. Ghana Tertiary Education Commission
D. **National Commission for Civic Education**[191]

2. Which of the following was/were part of the programmes and interventions implemented to facilitate the attainment of the Free Compulsory Universal Basic Education (FCUBE) policy objectives?

I. Quality Improvement in Primary Schools (QUIPS)
II. Child School Community Progress in Education (Child Scope)
III. Performance Monitoring Test (PMT)
IV. District Teacher Support Teams (DTST)

A. I, II and III only
B. **I, II, III and IV**
C. II and III only
D. III only

3. The list of subjects to be studied under the Common Core Programme for Junior and Senior High Schools in Ghana include all the following, **except** .....

A. Career Technology
B. Computing
C. **History**
D. Social Studies

4. In a learner-centred school, the headteacher undertakes all the following activities to enhance teaching and learning **except** .....

A. empowering teachers to involve each learner in the teaching/learning process.
B. **encouraging teachers to avoid tests and other assessments because they demoralize students.**[192]
C. encouraging teachers to develop lesson plans that use existing knowledge to construct new knowledge.
D. D. motivating and sustaining teachers' interest in

teaching.

5. The general competence intended by Ghana's pre-tertiary education curriculum framework to promote entrepreneurial skills in learners is .....

A. communication and collaboration.
B. **creativity and innovation.**[193]
C. critical thinking and problem solving.
D. personal development and leadership.

6. Which of the following is the least remedy for students' absenteeism in schools?

A. Counselling parents/caregivers to ensure regular attendance of their wards to school.
B. Parents/caregivers supervising the activities of their wards to ensure that they do not play truancy.
C. **Punishing pupils for absenteeism.**[194]
D. Teachers desisting from harassing students.

7. All the following learning assessment metrics are designed for Ghanaian basic schools **except** .....

A. Early Grade Mathematics Assessment (EGMA).
B. Early Grade Reading Assessment (EGRA).
C. National Examination Assessment (NEA).
D. **Trends In International Mathematics and Science Study (TIMSS).**[195]

8. One of the students of a class hardly talks in the class. How would you encourage him to express himself?

A. By encouraging children to take part in class activities
B. By giving good marks to those who express themselves well
C. By organizing classroom discussion activities
D. **By organizing educational games/programmes in which children feel like speaking**[196]

9. Which of the following skills is not one of the core competencies emphasized in the new standards-based curriculum?

A. **Clarity**[197]
B. Collaboration
C. Communication
D. Critical thinking

10. Which one of the following reasons best explains why teachers should ensure that there are physical pathways for students in the

classroom? The pathways .....

A. allow student private space to work for themselves.
B. **make it easier for teachers to attend to individual student needs.**198
C. make it easier for teachers to see the board from the back.
D. make students less likely to become distracted.

11. Which one of the following statements is incorrect about examination malpractice?

A. **It is a sure way for candidates to pass an examination.**
B. It may lead to the cancelation of entire results of a school.
C. People caught in examination leakage may be prosecuted at the law courts.
D. The general public may lose confidence in the certificates that are awarded to candidates.

12. All the following behaviours are minimum levels of standard every beginner teacher in Ghana must meet according to the components of the National Teachers' Standards (NTS),except Professional .....

A. **ethics**199
B. knowledge
C. practice
D. values

13. What kind of competence is demonstrated by a student who is able to analyse issues and situations leading to the resolution of challenges?

A. Creativity and innovation
B. **Critical thinking and problem solving**200
C. Cultural identity and global citizenship
D. Personal development and leadership competence

14. The organisation within the Ghanaian education system which has the overall responsibility for education sector policy formulation, planning, monitoring, evaluation, budgeting and co-ordinating is .....

A. Ghana Education Service.
B. Ghana Tertiary Education Commission.
C. **Ministry of Education.**201
D. National Council for Curriculum and Assessment.

15. Which of the following legal frameworks is not part of the major regulatory laws governing financial administration in schools in

Ghana? The .....

A. Education Act, 2008 (Act 778)
B. **Education Regulatory Bodies Act, 2020 (Act 1023)**[202]
C. Internal Audit Agency Act, 2003 (Act 658)
D. Public Financial Management Act, 2016 (Act 921)

16. In Ghanaian schools, performance of a learner can best be evaluated through ..... assessments.

A. annually
B. **daily**[203]
C. monthly
D. weekly

17. What does the term 'equal educational opportunities' mean?

A. All children have access to education
B. All children have access to quality teaching and learning resources
C. All children have the type of education which is suitable for their peculiar needs
D. **All of the above**

18. Which one of the following refers to a situation where a learner studies simply because work is assigned by the teacher?

A. Cognitive memorizing.
B. Experiential learning**.**
C. Sensory learning.
D. **None of the above**

19. An assessment that is conducted prior to the start of teaching or instruction is called ..... assessment.

A. **diagnostic**[204]
B. formal
C. formative
D. summative

20. The models based on the philosophy that learning occurs when there are changes in mental structure are called ..... learning models.

A. affective
B. **cognitive**[205]
C. knowledge
D. psychomotor

21. Which of the following is/are termed as student-centered learning methods?

I. Direct Instruction
II. Inquiry-based learning

III. Cooperative learning

A. I and II only
B. I, III and III
C. **II and III only**[206]
D. II only

22. The office of the Ministry of Education that houses the Education Management Information System (EMIS) data is .....
A. Administration and General Services
B. Education Reform Secretariat
C. Free Senior High School Secretariat
D. **Statistics, Research, and Information Management(SRIM)**[207]

23. The type of test that measures the performance of test takers against the criteria covered In the curriculum is called
A. aptitude test
B. **criterion-referenced test**[208]
C. diagnostic test
D. norm-referenced test

24. Teachers could be made accountable when they are given
A. **freedom in the selection of content and methods of teaching.**[209]
B. opportunities for professional growth.
C. Training in teaching and examining.
D. transfer to places where they want to serve.

25. When using a problem-solving method, the teacher can .....
A. **help the learners define what is it to be solved.**[210]
B. propose ways of obtaining the needed data.
C. set up the problem.
D. test the conclusion.

26. Which of the following is/are important in gender equality?
A. Equal opportunities for males and females
B. Equal pay for men and women for same work done
C. Girls receiving the same level of education as boys.
D. **All the above**

27. The Government of Ghana introduced the Capitation Grant Scheme at the beginning of the 2005/2006 academic year with the primary purpose to .....
A. demolish the School Management Committee

arrangement.
B. discontinue schools from forming canteen committees.
C. make school more open to the public.
D. **replace all kinds of fees that were payable by children enrolled in schools.**[211]

28. The professional requirements of a teacher as explained by UNESCO is/are
A. innovativeness in approach and teaching strategies.
B. justice to the teaching profession.
C. mastery over the subject and competency for teaching.
D. **All of the above**[212]

29. A junior high school teacher wants her students to acquire a specific skill to undertake a practical task required. Which of the following teaching methods would be least appropriate?
A. Demonstration
B. Discussion
C. **Recitation**[213]
D. Role-play

30. Which of the factors predict improvements in senior high school students' learning outcomes?
A. Learning style
B. School environment
C. Socio-cultural background
D. **All of the above**[214]

31. When a JHS teacher poses a question in class to check the knowledge of students on an issue, the appropriate method to stimulate discussion is to .....
A. frame the question as lengthy as you can.
B. point to intelligent students first and then put the question.
C. pose more than one question at a time to stimulate students.
D. **pose the question to the whole class and then select somebody to answer.**[215]

32. All but one of the following is not a schedule of the Ghana Education Service District Directorate structures.
A. Girls Education Officer
B. **Partnership Coordinator**[216]
C. School Improvement Support Officer
D. Training officer

33. Which of the following statements about teachers' lesson plan is false?

A. A good daily lesson plan ensures a better discussion
B. A lesson plan must have clearly stated objectives
C. All teachers should have a daily lesson plan
D. **The lesson plan must be strictly followed**217

34. The current Education Strategic Plan (ESP) that drives the course of education provision in Ghana is the .....

A. ESP 2010-2025.
B. **ESP 2018-2030.**
C. ESP 2020-2025.
D. D.ESP 2020-2030.

35. Which of the following does not characterize a well-planned lesson?

A. **Lesson notes are vetted by school head**218
B. Lesson objectives are specific, measurable, achievable
C. There are varied procedures and activities undertaken by the pupils
D. Varied teaching and learning resources are utilised to promote learning

36. The capitation grant provided to a school can be used for the following purposes **except** to .....

A. acquire teaching and learning resources.
B. attend to sanitation and minor repairs and maintenance.
C. **organise extra classes for pupils.**219
D. procure any item related to stationery.

37. What is the most important factor a teacher should consider in selecting and utilising instructional materials?

A. Attractiveness of instructional materials
B. Availability of instructional materials
C. Degree of interest on the part of the students
D. **Objectives of the lesson**220

38. In which part of a lesson does the learner give a synthesis of/about the things learned?

A. Application
B. Development
C. **Evaluation**221
D. Introduction

39. Which of the following committees in a school system is not concerned primarily with the welfare of learners?

A. Canteen
B. **Disciplinary**
C. Entertainment
D. Health and Sanitation

40. In the application part of a lesson delivery, learners are offered opportunity to undertake the following activities, **except** .....

A. make generalizations based on what is learnt.
B. **memorize and recite what is learnt.**222
C. relate what is learnt to real life situations.
D. synthesize information on what is learnt.

41. According World Bank (2015) extreme poverty can be defined as people living under ..... dollars a day.

A. 1.0
B. **1.9**
C. 2.0
D. 2.9

42. What type of punishment involves the infliction of physical harm on a learner who has
broken a school rule?

A. **Corporal**223
B. Isolation
C. Suspension
D. Withdrawal

43. A teacher teaches in a remote school where newspapers are delivered irregularly. Knowing the importance of keeping the students abreast with current affairs, what is the best way to keep the students updated?

A. **Encourage the pupils to listen to the daily broadcasts from a radio.**
B. Gather back issues of newspapers and let pupils compile them
C. Try all available means to get the newspaper delivered to the school
D. Urge the pupils to listen to stories circulating in the community

44. Learners must be developed not only in the cognitive and psychomotor domains, but also in the affective domain. Which of the following relates to the affective domain of students behaviour?

A. Attitudes.
B. Feelings.
C. Stereotypes.
D. **All of the above**[224]

45. The top most responsibility of a headteacher is to
A. handle discipline problems.
B. maintain school records.
C. organize and administer the guidance programme.
D. **provide leadership for learning.**[225]

46. Which of the following is among Henri Fayol's (1841-1925) five functions of management?
A. **Forecasting**[226]
B. Mentoring
C. Monitoring
D. Supervision

47. What is the main cause of death in children five years or younger in developing countries?
A. **Communicable diseases**
B. COVID-19
C. Malnutrition
D. War

48. Students are most likely to be intrinsically motivated to learn and master subject matter when they .....
A. anticipate that they will receive positive reinforcement for achieving instructional objectives.
B. **believe that the work they are doing is interesting and relates to their own lives.**[227]
C. know that they will be tested on their understanding of the content in the near future.
D. perceive that their performance compares favourably with that of peers engaged in the same tasks.

49. The basic purpose of supervision is to help .....
A. **Children learn more effectively**[228]
B. Teachers in dealing with pupils
C. Teachers in improving methods
D. Teachers in understanding pupils

50. To make learning effective, a goal must be meaningful in terms of .....
A. intellectual ideas

B. objectives of the curriculum
C. standards of others
D. **Student's needs and purposes**229

Section B

True/False Questions

Instruction: Answer all questions in this Section by identifying whether the statement provided is true or false. Circle the letter that corresponds to the correct or best option on your question paper.

51. The overall goal of the Ministry of Education is to provide relevant and quality education for disadvantaged Ghanaians.

A. True
B. **False**[230]

52. The National Teaching Council is not the mandated body that oversees the posting of newly trained teachers in Ghana.

A. **True**[231]
B. False

53. The advancement in literacy, numeracy as well as Science, Technology, Engineering, and Mathematics (STEM) fields is central to the Ministry of Education's vision of producing learners with strong experiential learning capabilities and backgrounds in career-focused programmes.

A. **True**[232]
B. False

54. Strategies such as writing detailed test questions or prompts, including clear directions, and establishing and communicating clear grading criteria increase test reliability.

A. **True**[233]
B. False

55. The standards-based curriculum was rolled out for the primary schools in Ghana in the academic year 2017/2018.

A. True
B. **False**[234]

56. A person who has been exposed to an infectious illness may be quarantined to see if they will become sick.

A. **True**[235]
B. False

57. The aim of schooling is not only to develop individual students, but to develop their social, cultural and economic capital for advancement of society as a whole.

A. **True**[236]
B. False

58. The release of a teacher from one Directorate of Education to another in the GES system presently depends, in part, on the approval of the teacher's current District Director of Education.
A. **True**[237]
B. False

59. The purpose of evaluating learning is to make a judgment about the quality of education provided.
A. **True**
B. False

60. Measurement is the quantitative assessment of performance of learners.
A. **True**[238]
B. False

61. The association of teachers, pupils, parents, members of the community and Chiefs constitute the School Management Committee.
A. True
B. **False**[239]

62. Both formative and summative assessments are primarily used to monitor the learning process.
A. True
B. **False**[240]

63. The Ministry of Education is one of the agencies under the Ghana Education Service.
A. True
B. **False**[241]

64. School Performance Improvement Planning(SPIP) is undertaken by stakeholders at the school level, first to pave way for preparing School Performance Appraisals.
A. True
B. **False**[242]

65. The Minister for Education is assisted by two Deputy Ministers, who are appointed by Technical Advisors to the President.
A. True
B. **False**[243]

66. The Ministry of Education (MOE), like other state organs of its

type, derive their status and functions from Civil Service Law, PNDCL 327 of 1993.

A. **True**
B. False

67. A new coronavirus variant, technically named OMICRON, was first detected in South Africa in 2019.

A. True
B. **False**[244]

68. When you are around anyone from outside your regular household, physical distancing and mask-wearing are essential to avoid spreading the coronavirus.

A. **True**
B. False

69. Situations where masks aren't being worn or are being removed to eat or drink are especially likely to spread the coronavirus and cause illness.

A. **True**
B. False

70. People with food allergies can be vaccinated for the coronavirus.

A. **True**
B. False

71. Personality tests are valid measures of a person's ability to teach.

A. True
B. **False**[245]

72. Licensure and exit tests are the best predictors of classroom performance of teachers.

A. True
B. **False**[246]

73. If a person teaches with a high degree of clarity, he/she will spend less time going over material.

A. **True**[247]
B. False

74. Student performance is higher in classes where the teacher devotes large amounts of time to the materials needed rather than teaching content.

A. True
B. **False**[248]

75. Constructivism is an approach to teaching that allows students to construct their own understanding and meanings.

A. **True**[249]
B. False

MoE/GES/AD II/2020

Section A

Multiple Choice Questions

Answer all the questions in this section by circling the letter corresponding to the correct or best answer on your question paper.

1. The aim of Ghana's system of education is .....
   A. personality development
   B. character formation
   C. preservation of culture
   D. **All of the above**

2. The Ministry of Education of Ghana, which is a multi-portfolio government ministry, was established in .....
   A. 1947
   B. 1956
   C. **1957**
   D. 1960

3. Which of the following is/are the objective(s) of the 1987 Education Reform?
   I. Increase access to basic education.
   II. Shorten the pre-university education structure from 17 years to 12 years.
   III. Make education cost-effective.
   IV. Improve the quality of education by making it more relevant to socio-economic conditions.
   A. I only
   B. II and III only
   C. I, II and III only
   D. **All of the above**

4. How many functional divisions does the Ghana Education Service have at the Headquarters?
   A. 9
   B. **10**
   C. 11
   D. 12

5. The performance of a student can be evaluated in the best possible manner through .....
   A. annual assessments
   B. **continuous assessments**
   C. monthly assessments
   D. weekly assessments

6. Which of the following is not a body under the Ministry of Education which implements its policies and programmes related to education?

A. Ghana Education Service
B. **Non-Formal Education Division**
C. Teacher Education Division
D. Ghana Library Authority

7. Testing in education is only possible by using .....

A. achievement test
B. intelligence test
C. aptitude test
D. **standardized achievement test**

8. How many units has the Technical and Vocational Education Division (TVED) of the Ghana Education Service (GES) Headquarters?

A. **7**
B. 8
C. 9
D. 10

9. Which of the following is/are not the objective(s) of the Free Compulsory Universal Basic Education (FCUBE)?

I. Improving the quality of learning and teaching.
II. Improving access to basic education facilities.
III. Encouraging private sector participation in the provision of education facilities.
IV. Improving management efficiency.

A. III only
B. II and III only
C. I, II and III only
D. **None of the above**

10. Which one of the following Acts established the Ghana Education Service in 1995?

A. **Act 506**
B. Act 605
C. Act 778
D. Act 788

11. Which of the following is/are not the way(s) through which education policies are formulated?

I. Imposition by elites.

II. Political discussions.
III. Stakeholder consultations.

A. **I only**
B. I, II and III
C. II and III only
D. III only

12. How many divisions are under the jurisdiction of the Deputy Director General (Quality and Access) of the Ghana Education Service?

A. 5
B. 6
C. **7**
D. 8

13. Curriculum provides guidance for .....

A. schools
B. **teachers**
C. students
D. parents

14. Psychological foundation plays its role in the development of curriculum, keeping in view of the .....

A. student's needs
B. student's interest
C. student's capabilities
D. **All of the above**

15. An outline of the topics of a subject to be covered in a specific time is called a

A. programme
B. **syllabus**
C. curriculum
D. course

16. All of the following statements regarding a teacher are correct except that the teacher .....

A. changes his/her attitudes and behaviour according to the needs of society
B. is a friend, guide and philosopher
C. is the leader of the class
D. **teaches what the students know**

17. The type of education acquired without any specific purpose, fixed

period and place is called .....

A. formal Education
B. indirect Education
C. individual Education
D. **informal Education**

18. Why are co-curricular activities used in teaching?

A. To assist the teacher.
B. To make teaching easy.
C. To make teaching attractive.
D. **To make teaching interesting and effective.**

19. Which of the following sentences is/are correct about the nature of teaching?

I. It is remedial.
II. It is diagnostic.
III. It is both remedial and diagnostic.

A. I only
B. II only
C. III only
D. **All of the above**

20. The procedure used to determine a learner's abilities is referred to as .....

A. criterion-referenced test
B. **maximum performance test**
C. norm-referenced test
D. typical performance test

21. What are the three components of the educational process?

A. Direction, instruction and skill
B. Education, teacher and books
C. Teacher, student and education
D. **Teaching, learning and practice**

22. Teaching through the deductive method is done from the .....

A. easy to the difficult
B. **general to the specific**
C. macro to the micro
D. specific to the general

23. A/an ..... assessment is one which measures what it is intended to measure.

A. consistent

B. fair
C. reliable
D. **valid**

24. The use of technology to enhance the learning process is called in education .....

A. communication technology
B. **information communication technology**
C. information retrieval
D. information technology

25. The purpose of evaluation in education is to .....

A. assign a mark or score to a student
B. **make judgement about the quality of learning**
C. measure the achievement of students
D. test the student in a subject

26. According to John Dewey, the teacher should guide students in acquiring knowledge as a ..... in the learning process.

A. **facilitator**
B. guider
C. partner
D. philosopher

27. The primary aim of educational psychology is to .....

A. **contribute to an understanding of sound educational practices**
B. provide the academic background essential for effective teaching
C. provide a theoretical framework for educational research
D. provide the teacher with a greater appreciation of his role in the education of the child

28. The word "Pedagogy" means to .....

A. educate the child
B. guide the child
C. **lead the child**
D. understand the child

29. A scoring guide used to evaluate the quality of students is called .....

A. checklists
B. inventories
C. rating scales
D. **rubrics**

30. Teachers should present information to the students clearly and in interesting ways, and relate new information to the things students .....

A. **already know**
B. are not willing to know
C. are willing to know
D. don't know

31. The field of study which is concerned with the construction of thought processes, including remembering, problem solving, and decision-making is called .....

A. **cognitive Development**
B. education
C. epistemology
D. pedagogy

32. The process of obtaining numerical value for a-characteristic is known as .....

A. assessment
B. evaluation
C. **measurement**
D. testing

33. In teaching, the discussion method can be used when .....

A. the topic is easy
B. the topic is not known
C. the topic is very difficult
D. **all of the above**

34. Which of the following is/are the main aim(s) of teaching?

A. To develop only thinking
B. To develop only reasoning
C. To give information
D. **A and B**

35. The quality of teaching is reflected by the .....

A. attendance of students in the class
B. duration of silence maintained in the class
C. percentage pass of students
D. **quality of questions asked by students**

36. A formal and systematic procedure of getting information is called .....

A. assessment

B. evaluation
C. measurement
D. **testing**

37. Which of the following is not considered a key behaviour essential for effective teaching?

A. **Effective use of bulletin board space**
B. Instructional variety
C. Lesson clarity
D. Student success rate

38. An effective teacher is expected to .....

A. encourage students to be initiative
B. make students feel that education is their need
C. reduce the anxiety level of students to moderate level
D. **all of the above**

39. An evaluation that monitors learning progress is referred to as ..... evaluation.

A. diagnostic
B. **formative**
C. placement
D. summative

40. The main purpose of supervising teaching is to .....

A. achieve success in examinations
B. properly utilize school facilities
C. carry out the curriculum
D. **advance pupils' welfare**

41. Mrs. Yamoah teaches Junior High School 3. When her students enter her classroom each day, they walk to their assigned desks and take their seats. Immediately, they take out their notebooks to write down and answer the question that is on the board that reviews the previous day's lesson. While the students are quietly working, Mrs. Yamoah takes attendance. Once everyone has answered the question, Mrs. Yamoah reviews it with her class before moving on to the day's lesson.

Which of the following terms accurately describes the situation above?

A. A disorganized classroom
B. A flexible classroom

C. A rigid classroom
D. **A well-managed classroom**

42. Which of the following is not one of the core domains of the National
Teachers'
Standards?

A. **Professional ethics**
B. Professional knowledge
C. Professional practice
D. Professional values and attitudes

43. Which of the following is not a tool for formative assessment in scholastic domain?

A. **Conversation Skill**
B. Multiple Choice Question
C. Projects
D. Oral Questions

44. What was Ghana's score on the Corruption Perception Index (CPI) released by Transparency International in 2018?

A. 38%,
B. 39%,
C. 40%,
D. **41%**

45. Which one of the following political ideologies is Plato credited with?

A. **Collectivism**
B. Democracy
C. Imperialism
D. Individualism

46. The first important step in teaching is .....

A. knowing the background of the students
B. organizing materials to be taught
C. **planning before hand**
D. summarising the lesson

47. A newly posted teacher who is maltreated in his/her class by students should deal with them by .....

A. applying punitive measures
B. changing his/her class after consultation with the

headteacher

C. giving them a threat of expulsion

D. **improving his/her qualities and expressing them in a good way**

48. The main purpose of classroom assessment is to .....

A. compare students' performance

B. improve instruction

C. **measure teachers' effectiveness**

D. report to parents

49. Where is the International Court of Justice situated?

A. **The Hague**

B. Berlin

C. Washington DC

D. Geneva

50. The term used for monitoring outcomes with reference to objectives is .....

A. **evaluation**

B. interview

C. measurement

D. test

Section B

Answer all the questions in this Section by circling the letter corresponding to the correct answer on your question paper.

51. The Ministry of Education formulates and implements approved national policies and programmes on education in Ghana.

A. **True**
B. False

52. Teacher Education Division (TED) is one of the divisions at the Ghana Education Service Headquarters.

A. True
B. **False**

53. In any school situation, performance tasks are hands-on activities that require students to demonstrate their ability to perform certain actions.

A. **True**
B. False

54. Teachers who are respected and liked are associated with greater student satisfaction and higher achievement.

A. **True**
B. False

55. A teacher cannot exhibit referent power from the first day of class by giving students a sense of belonging and acceptance.

A. True
B. **False**

56. Classrooms are said to have norms when only few of the students agree on what is and/or what is not socially acceptable classroom behaviour.

A. True
B. **False**

57. Social psychologists believe that the process of group formation begins when its members agree to go against the norms of the group.

A. True
B. **False**

58. Licensure and exit tests are the best predictors of classroom performance of teachers.

A. True

B. **False**

59. If a teacher teaches with a high degree of clarity, he/she will spend less time going over material.

A. **True**
B. False

60. Student performance is higher in classes where the teacher devotes large amounts of time to the process and materials needed rather than teaching content.

A. True
B. **False**

61. What a teacher does not say is every bit as important as what a teacher does say.

A. **True**
B. False

62. Competitive activities have little value in establishing or maintaining an effective classroom climate and should thus be avoided.

A. True
B. **False**

63. Students feel important and are encouraged to participate in class when a teacher uses their ideas in moving a class lesson or activity forward.

A. **True**
B. False

64. Bid-rigging may result in the supply of inferior textbooks and supplies

A. **True**
B. False

65. In assessing learning, it is not important to know the purpose of assessment before selecting an assessment approach.

A. True
B. **False**

66. Types of corruption in elementary-secondary education range from academic cheating to bribery and nepotism in teaching appointments, to bid-rigging in the procurement of textbooks and supplies.

A. **True**
B. False

67. When families are made to pay bribes for services, this puts poor students at a disadvantage and thus reduces equal access to education.

A. **True**
B. False

68. Giving teachers the authority and responsibility to apply their own professional knowledge to making decisions in their area of responsibility is an important aspect of collegiality.

A. **True**
B. False

69. Establishing rules and procedures is one of the least important classroom management tasks.

A. True
B. **False**

70. The performing stage begins when students want to show they can do some things independently of the teacher.

A. **True**
B. False

71. Written assessments are activities in which the student selects or composes a response to a prompt.

A. **True**
B. False

72. The teacher cannot alter the classroom climate but should work for student success regardless of the climate.

A. True
B. **False**

73. In Ghana, the National Teachers' Standards set out the maximum levels of practice that all trained teachers must reach by the end of their pre-service teacher education course in order to play such a critical role.

A. True
B. **False**250

74. The skills that must be demonstrated in performance tasks cannot vary considerably.

A. True
B. **False**

75. In a school, teachers have many different types of assessment available to them.

A. **True**

B. False

Notes

[←1]

The MoE is responsible for policy formulation and direction, while GES implements these policies at the pre-tertiary level. Their roles are complementary, not identical.

[←2]

Developing national education policies is the responsibility of the MoE. Posting, recruitment, and supervision are functions of GES.

[←3]

GES does not formulate policy; it implements MoE policies, such as ensuring Free SHS is carried out in schools.

[←4]

MoE provides policy oversight, while NaCCA develops and implements curricula.

[←5]

GES ensures effective implementation of the curriculum through supervision and monitoring.

[←6]

Proactive management focuses on preventing problems by setting clear expectations.

[←7]

Ignoring learners with visual difficulty violates inclusive education principles.

[←8]

Differentiation involves adjusting teaching strategies to meet learner needs.

[←9]

Peer teaching encourages collaboration and active participation.

[←10]

Routines help create order, predictability, and smooth transitions.

[←11]

Preventive management focuses on avoiding problems before they occur.

[←12]

Behaviorism emphasizes reinforcement and observable behavior change.

[←13]

Cognitivism focuses on mental processes involved in learning.

[←14]

Constructivism emphasizes active learning and discovery.

[←15]

Formative assessment is conducted during instruction to monitor learning and adjust teaching. Continuous quizzes help teachers identify learning gaps early.

[←16]

Summative assessment is used at the end of instruction to make final decisions about learners' achievement.

[←17]

Using different tools such as projects and tests shows multiple assessment methods, which improves fairness and validity.

[←18]

Criterion-referenced assessment measures performance against fixed standards or objectives, not against other learners.

[←19]

Diagnostic assessment is conducted before instruction to identify learners' strengths and weaknesses.

[←20]

Authentic assessment involves real-life tasks that require application of knowledge and skills.

[←21]

Reliability refers to the consistency of test results when administered repeatedly under similar conditions.

[←22]

Validity ensures the test measures what it is intended to measure, not something else.

[←23]

Continuous assessment monitors learner progress over time, providing regular feedback.

[←24]

Norm-referenced assessment ranks learners, encouraging competition instead of mastery.

[←25]

Portfolios show progress over time through students' collected work.

[←26]

If the final exam does not reflect what was practiced, it lacks validity.

[←27]

Alternative assessment includes presentations, projects, and performances evaluated with rubrics.

[←28]

Evaluation includes judgments and decisions, while assessment focuses on measurement.

[←29]

A test can consistently give the same results (reliable) but still measure the wrong thing (not valid).

[←30]

Norm-referenced assessment compares learners against each other, not fixed standards.

[←31]

Inclusive education promotes learning together in mainstream classrooms with support.

[←32]

GES Code of Conduct prohibits private trade during school hours.

[←33]

Professional support, guidance, and remediation precede sanctions.

[←34]

Lesson notes must be prepared before teaching, not during lessons.

[←35]

Participation in co-curricular activities is part of teachers' professional duties.

[←36]

ESD focuses on sustainability across environmental, social, and economic dimensions.

[←37]

STEM develops critical thinking, creativity, and problem-solving skills.

[←38]

The Code allows punishment for any misconduct that undermines professionalism, even if not explicitly listed.

[←39]

CPD is essential, especially with frequent curriculum and policy reforms.

[←40]

The regulatory bodies are: Ghana Tertiary Education Commission (GTEC). National Schools Inspectorate Authority (NaSIA), National Teaching Council (NTC), Commission for Technical and Vocational Education and Training, and National Council for Curriculum and Assessment (NaCCa).

[←41]

Act 1049 (Pre-tertiary Education Act 2020) listed **12 members** but the GES online site states **fifteen**.

[←42]

The answer may be option “A” or “D” but option “A” seems more accurate.

[←43]

It was three (3) years under Act 506 but now four (4) years under Act 1049 (Pre-tertiary Education Act 2020)

[←44]

The 2025 Programme Based Budget (PBB) and RTI manual list the following 6 main directorates: Finance, procurement, Internal audit, Pre-tertiary Education, Tertiary Education and Technical & vocational Education & Training (TVET). Some online sites are stating 9 directorates.

[←45]

Correspondence are formal written communication between individuals or organizations addressing issues, solutions and responses. **Memos** are brief internal communication within an organization. The correct answer may be option “B” or “D”. But “D” is the most accurate answer.

[←46]

GES is responsible for **only** implementing pre-tertiary school curriculum **developed** by NaCCA.

[←47]

The students Loan Trust Fund as an agency of the MoE is responsible for this.

[←48]

Restorative justice practice means an approach to dealing with wrongdoing that focuses on **repairing harm**, not just punishing the offender.

[←49]

Effective classroom management is a **shared** (not a sole) responsibility of the teacher, students, parents/guardians, janitors, school leadership, community and education authorities.

[←50]

Especially, where there is no official e-mail address.

[←51]

According to the GES Code of Conduct, Section 3.18 (Use of Social Media and ICT) states: "***Teachers and staff shall not use social media during instructional hours or working hours in a manner that distracts them from their duties or affects productivity.***" It also warns that: "***Any misuse of social media that brings the Service into disrepute shall attract disciplinary action.***" Therefore, using social media for **personal use during official hours** is **not acceptable** under GES rules. It may only be used during **breaks** or for **official communication**, **if authorized**.

[←52]

Worth pertains to employees **value** or **usefulness** not **performance** or **effectiveness** unlike **merit**.

[←53]

PLB involves students working (often in groups) to investigate and solve real-world problems, which drives deeper understanding, critical thinking, collaboration and self-directed learning. GBL is a component of PLB but not the core strategy.

[←54]

The head is promoting a reflective teaching practice, where teachers examine their underlying beliefs about teaching and learning and align them with classroom practices before, during and after a teaching lesson.

[←55]

Following the enactment of the **Pre-Tertiary Education Service Act 202**0**, (Act 1049),** the Act 506 (1995) and Act 778 (2008) have since been repealed.

[←56]

Value added assessment is designed to measure the progress or learning gains that students make over a specific period, usually an academic year. It focuses on growth rather than the absolute performance level or raw achievement scores.

[←57]

It is National Teaching Council (NTC) that is responsible for the registration and licensing of new and existing teachers in Pre-tertiary educational institutions.

[←58]

The education 2030 Agenda (under SDG 4) emphasizes global citizenship education not only qualify education.

[←59]

But Act 778 (2008) has been amended and repealed by the following:

- Education Regulatory Bodies Act, 2020 (Act 1023)
- Pre-Tertiary Education Service Act, (Act 1049),

[←60]

In **constructivism**, learners actively build new knowledge based on prior experience, social interaction and collaboration.

[←61]

Under Bloom's Taxonomy, **evaluation** was the highest but after the revision by **Anderson & Krathwohl** in **2001**,***creating*** *became the* highest, and ***evaluation*** is placed just below it.

[←62]

Progressivism is an educational philosophy that emphasizes **learning by doing**, **critical thinking**, and **preparing students for real-life experiences** rather than just memorizing facts.

[←63]

National Council for Curriculum and Assessment (NaCCA) is responsible for developing the curriculum for pre-tertiary education in Ghana.

[←64]

FCUBE) policy aims to provide free pre-tertiary (basic) education in Ghana.

[←65]

The **E** in STEM stands for **engineering** not English.

[←66]

Statement **I** is **True** because peer teaching can help build confidence and improve interpersonal skills through supportive interaction and **II** is **False** because inclusivity does not mean teaching learners at same pace as everyone else- it simply means providing appropriate support, accommodation and differentiated instruction based on their needs.

[←67]

Statement **I** is **False** because it becomes harder to achieve broader national goals as content and standards may vary across regions and **II** is **True** because students are likely to be disadvantage in the market due to varying curriculum quality which may be caused by decentralization.

[←68]

Correspondence refers to formal written communication between individuals or organizations, usually in the form of letters, emails, or official notes addressing issues, solutions, or responses. It is a key element of office and school administration — used to communicate decisions, requests, or solutions formally.

Memos refers to a brief internal communications within an organization.

[←69]

The Director General of Ghana Education Service (GES) is appointed by the President.

[←70]

It is False because other bodies such as MoE, GES, school administration, etc

[←71]

WAEC was established in 1952 to serve the following Anglophone countries: Ghana, Nigeria, Sierra Leone, Liberia and The Gambia

[←72]

The ICT in Education Policy seeks to standardize and enhance the implementation and post-implementation stage of ICT in Education **intervention** (not interview).

[←73]

Worth pertains to employees **value** or **usefulness** not **performance** or **effectiveness** unlike **merit**.

[←74]

Norm-referenced tests compare students with one another than measuring mastery of specific learning objectives. So, they are not useful for improving instructions. **Criterion reference tests** are better for that purpose**.**

[←75]

School heads should conduct community surveys to understand community needs, expectations and resources, which helps improve school planning, decision making and community-school relationship.

[←76]

The boss's behaviour is characterized by issuing orders in commanding and aggressive manner without consultation

[←77]

The current Ag. DG of GTVET is now **Engr. Dr. Eric Kofi Adzroe**. He succeeded **Mr. David Prah**, who also succeeded **Madam Mawusi Nudekor Awity**.

[←78]

Tests that ask students to show their best are Maximum Performance Tests (MPT)

[←79]

Strategic competitiveness refers to the implementation of a strategy by an organizations that other organizations cannot easily imitate or duplicate and that provides a sustainable advantage.

[←80]

This describes forecasting. Monitoring is the process of tracking on going performance and progress against established plans or standards

[←81]

A teacher can show referent power from day one by fostering belonging.

[←82]

Licensure and exit tests test knowledge not teaching effectiveness.

[←83]

External environmental analysis is rather a continuous process

[←84]

Students performance is higher rather when teachers devote sufficient time to teaching content effectively not just to manage materials

[←85]

National Teachers' Standards Set out rather the minimum not the maximum, practice levels

[←86]

Healthy competition can motivate learners if well managed.

[←87]

The standards-based curriculum was rolled out in 2019/2020.

[←88]

Teachers can influence and improve the classroom climate.

The overall goal of MoE is to provide relevant and quality education for all Ghanaians

[←90]

Posting is handled by GES not NTC.

[←91]

The National Commission for Civic Education (NCCE) is an independent governance institution established by the Constitution, not an agency under the Ministry of Education.

[←92]

Under act 778 it was 15. Currently, we've 12 under the Act 1049.

[←93]

Alpha-numeric means alphabets and numbers. So, files are arranged in the order of alphabets and numbers.

[←94]

A test must be **reliable (consistent)** to be **valid (accurate)** but a reliable test is not automatically valid

[←95]

The National Accreditation Board (NAB) was established to set out accreditation requirements for teaching programmes and academic standards for tertiary institutions. It's NTC that is responsible for accrediting service providers who offer in-service training services to teachers.

[←96]

Teaching and **learning** are the **primary activities**. **Administration** is the **supportive activity** that enables the primary activities to function effectively.

[←97]

NTC was under Act 778 but now it's an agency under Act 1023, under the MoE just like GES.

[←98]

The MMDCES are not to just approve but to provide ongoing support, monitor progress and ensure the SPIP.

[←99]

The CBE program is specifically designed for out-of-school children in this age bracket.

[←100]

The Director-General is the highest-ranking officer in the GES.

[←101]

The official GES mission statement includes the term "**quality**."

[←102]

This is a key strategy for effective classroom arrangement and management.

[←103]

"**Shared accountability**" or "**a shared sense of accountability**" is the fifth principle.

[←104]

Peer teaching or tutoring is a standard collaborative learning strategy.

[←105]

A paperless system relies on digitizing documents for electronic storage and access.

[←106]

This is the standard term for the system used to collect, manage, and analyze educational data.

[←107]

These are Bloom's three classic domains of learning.

[←108]

The number of districts was increased to 260 in 2019. This is a common trick question to catch outdated knowledge.

[←109]

Intrinsic motivation comes from within.

[←110]

This is the standard structure of the GES headquarters.

[←111]

These auxiliary staff typically fall under the administration division, headed by the Principal Administrative Officer.

[←112]

A **Scheme of Work** is a teacher's plan derived from the **syllabus**. **Terms and Conditions of Service** is the employment contract detailing rights, duties, and benefits.

[←113]

Worth pertains to employees **value** or **usefulness** not **performance** or **effectiveness** unlike **merit**.

[←114]

Norm-referenced tests are designed to rank students against a “norm” group. They can provide data on grade-level performance, though their core function is ranking, not diagnosing specific skill mastery like a criterion-referenced test.

[←115]

All the statements (A, B, and C) are potential challenges and purposes of interdisciplinary teaming. Therefore, none of them is incorrect, making D the right choice.

[←116]

Value-added assessment measures the growth or progress a student makes over a period of time (e.g., a school year), rather than just their achievement at a single point in time.

[←117]

Normative grading (grading on a curve) creates a competitive environment where one student's success is linked to another's failure. This directly undermines the cooperation and mutual support essential for collaborative learning.

[←118]

For grades to be a valid measure of academic achievement, they must reflect only that achievement. Including non-academic factors like behavior, effort, or participation conflates the measure and makes it an inaccurate indicator of learning.

[←119]

The National Commission for Civic Education (NCCE) is an independent governance institution established by the Constitution, not an agency under the Ministry of Education.

[←120]

While discipline has its place, punishment is often the least effective and most negative remedy. Addressing the root causes through counseling, supervision, and a positive school environment is more effective.

[←121]

While all are roles of a teacher, the most fundamental and common role is to mentor and nurture students' holistic development, which underpins all other functions.

[←122]

“Clarity” is a quality of instruction or communication, not a core competency for learners. The core competencies are Collaboration, Communication, Critical Thinking, Creativity, etc.

[←123]

The primary purpose of instructional supervision is to ensure the quality of teaching and learning processes, which leads to the achievement of other outcomes.

[←124]

A subject-centred curriculum, which focuses on the transmission of fixed content, often relies heavily on rote memorization and learning.

[←125]

Effective lesson objectives are phrased in terms of **student achievement**, not teacher activities.

[←126]

The approved Ghanaian languages for teaching are eleven. While Sefwi is a dialect of the Akan language, it is not typically listed among the core eleven approved standalone languages like Dangme, Kasem, and Nzema.

[←127]

While important, attachment to non-teaching staff is not identified as a major pillar of school bonding in the same way as attachment to peers, teachers, and the school itself.

[←128]

Credibility is a concept associated with validity (the accuracy of the measurement), not reliability (the consistency of the measurement).

[←129]

Restating or paraphrasing in one's own words demonstrates comprehension, the second level of Bloom's taxonomy.

[←130]

When a question asks learners to **infer** from a concept, it is testing their ability to **understand** and **interpret** information not just recall it. **Summarizing** and **paraphrasing** also fall under **comprehension**.

[←131]

"**What is meant by…?**" Is designed to test learner's ability to **recall** and **recognise** basic facts, **definitions** or **concepts**. At this level learners are expected to define terms, identify facts, recall information, recognize concepts, etc.

[←132]

TIMSS is an international assessment for the Evaluation of Educational Achievement. It measures trends in maths and science achievements among learners in participating countries.

[←133]

Professional **ethics** is integrated into the domain of “Professional Values and Attitudes.” It is not a separate standalone component of the NTS.

[←134]

The answer should have being **critical thinking and problem solving** but it's not among the possible answers.

[←135]

Action research is a reflective process undertaken by practitioners to improve their own practices and understanding of their work situation.

[←136]

This is the exact wording of SDG 4, Target 4.1.

[←137]

While teacher preparation is important, improving their personal note-taking skills is too narrow a focus to directly improve overall student academic performance. Broader instructional strategies and content knowledge have a more direct impact.

[←138]

Encroachment on school lands is a widespread and significant challenge in Ghana, affecting school expansion, security, and overall planning.

[←139]

This is the primary function of a school timetable—to optimally orchestrate all resources (human, space, time) for effective teaching and learning.

[←140]

While class size can be a factor, teaching quality is determined by a complex mix of the teacher's skill, methodology, resources, and student engagement, not solely by class size.

[←141]

This description fits **Critical Thinking and Problem Solving**. **Creativity and Innovation** is a separate competency focused on generating novel ideas and solutions.

[←142]

Progress review meetings are typically **formative in nature**—they are used for feedback and improvement during the learning process. **Summative assessment** is a final evaluation of learning at the end of a period.

[←143]

Taking statements verbatim encourages **rote memorization** rather than comprehension. Good true/false questions should require understanding and application, not just recall or match phrases.

[←144]

These strategies reduce ambiguity and subjective marking, which leads to more consistent (reliable) scoring.

[←145]

Reliability refers to the consistency of an assessment. If the assessment is **reliable**, its results should be **replicable** or consistent over time or with different scorers.

[←146]

This statement is illogical. Student performance is higher when teachers devote sufficient time to **teaching the content effectively**. Focusing primarily on managing materials is inefficient.

[←147]

This is the opposite of the truth. **Procrastination** is a counter-productive behavior that involves delaying high-priority tasks, leading to stress, rushed work, and reduced efficiency.

[←148]

This describes a disadvantage of not planning. A key advantage of planning is that it forces a future-oriented focus, helping an organization anticipate and prepare for tomorrow's issues.

[←149]

The **Teacher Education Division (TED)** was indeed a critical division within the GES structure responsible for issues pertaining to teachers but not anymore.

[←150]

The Ghana Tertiary Education Commission (GTEC) was formed by merging the **National Accreditation Board (NAB)** and the **National Council for Tertiary Education (NCTE).**

[←151]

The **GES Council** deals with **pre-tertiary education**. Recommendations for **tertiary education** policies are the mandate of the **Ghana Tertiary Education Commission (GTEC)**.

[←152]

Constructivism is based on the idea that learners actively construct their own understanding through experience and reflection. Using hands-on materials and real-world problems allows students to build new knowledge on existing knowledge, which is a core principle of constructivism.

[←153]

For a complex, multi-stage project, **scaffolding** the process by breaking it down into manageable steps with clear directions is the most effective strategy to ensure student success and prevent them from becoming overwhelmed.

[←154]

Intrinsic motivation comes from within the learner. It is fueled by personal interest, curiosity, and the perceived relevance of the material to one's own life and goals.

[←155]

This is false. Effective classroom management strategies doesn't require a fixed number of rules. The number of rules should be flexible, clear and concise, and meaningful.

[←156]

Global citizenship education is an extension of civic education. It prepares students to be informed, engaged, and responsible members of both their local and global communities.

[←157]

The Dakar Framework for Action (2000) is a commitment to achieving Quality Education for All by 2015, placing quality at the center of education.

[←158]

This is the only option that provides a specific, observable, and quantifiable fact. The others are subjective judgments ("highly responsive," "little or no effort," "variety of effective strategies").

[←159]

Direct observation of teaching provides the most authentic and objective data for evaluating teacher quality and identifying specific areas for support and improvement.

[←160]

The "expert" role of a supervisor includes ensuring that all practicing teachers meet the minimum professional standards and qualifications required for the job.

[←161]

The first step in effective turnaround leadership is diagnosis. Engaging stakeholders to understand the school's context, culture, and challenges is essential before implementing any plan.

[←162]

The most direct way to ensure scoring consistency (reliability) is to adhere strictly to a predefined rubric or scoring guide for every response.

[←163]

The head teacher is questioning whether the grade validly represents the student-teacher's actual ability to perform the task (writing test items). A test has validity if it measures what it claims to measure.

[←164]

Assessment of learning is summative. Its purpose is to measure and certify learning at the end of a period, typically represented by a grade or score.

[←165]

The Dakar Framework for Action (2000) specifically included expanding and improving early childhood care and education, which influenced Ghana's policy.

[←166]

The placement system uses the aggregate scores which is derived from the grades of all subjects (i.e. four core subjects and two best subjects) to ensure a comprehensive assessment. Also names or identities of candidates are not part of the scoring metrics.

[←167]

A scheme of service outlines the career progression, ranks, qualifications, and requirements for advancement within a profession or organization.

[←168]

For a shy student, low-pressure, fun activities like games are the most effective way to encourage participation and self-expression without forcing it.

[←169]

In its broadest sense, a **curriculum encompasses all the experiences (planned and unplanned) that a school provides to influence a child's** learning and behavior.

[←170]

The **Directive Model** is teacher-centered, with the teacher providing structured guidance and explicit instructions on what students should do.

[←171]

The Directive Model is teacher-centered, with the teacher providing structured guidance and explicit instructions on what students should do.

[←172]

This is a core principle of differentiated instruction and universal design for learning (UDL). Students have diverse learning styles and intelligences, so a variety of teaching methods is most effective.

[←173]

Competency-Based Training (CBT) is the ideal methodology for TVET as it focuses on mastering specific, practical skills required for employment, which is the central aim of TVET education.

[←174]

A true Professional Learning Community (PLC) is built on collaboration, shared practice, and collective responsibility for student learning, not individual competition.

[←175]

This is a fundamental accounting and internal control procedure to ensure financial accountability, prevent fraud, and allow for easy tracking and auditing of transactions. Note, there is a difference between log book and logbook.

[←176]

While testing is one way to assess learners, it is not the only method and certainly not a requirement in every assessment scenario. Other methods of assessments are observation, projects, portfolios, presentations, and questioning.

[←177]

Act 506 establishes the GES, and Act 778 (Note: Act 877 is not related to GES) provides the broader legal framework for education in Ghana, which directly used to govern the functions of GES. Both have since been repealed.

[←178]

Negative reinforcement is defined by the removal of an unpleasant stimulus (e.g., stopping nagging after a chore is done) which strengthens the behavior (doing the chore).

[←179]

Effective classroom management requires a diverse toolkit of strategies to address different situations and student needs.

[←180]

While supervision supports teachers, its ultimate goal is to improve student learning outcomes and well-being.

[←181]

SDG 4 is dedicated to quality education.

[←182]

This is the exact wording of SDG 4.

[←183]

The key improvement of the Computerized School Selection and Placement System (CSSPS) is the move from a manual to a computerized process. The GES manages it, but the “how” is through computerization.

[←184]

These are the three fundamental pillars of educational planning in Ghana and globally.

[←185]

The core purpose of instructional supervision is to improve the quality of teaching, which directly leads to effective learning.

[←186]

While the DEOC and SMC may investigate, the ultimate power to impose major sanctions (like dismissal) rests with the GES Council as the apex disciplinary body, as per the GES Act.

[←187]

This is the definition of Application, the third level of Bloom's original taxonomy.

[←188]

Diagnostic assessment is specifically designed to identify learning gaps and inform remediation.

[←189]

The Director-General is appointed by and reports to the GES Council.

[←190]

An ESA is a diagnostic tool used to assess the current state of the education sector to inform planning.

[←191]

The National Commission for Civic Education (NCCE) is an independent governance institution established by the Constitution, not an agency under the Ministry of Education.

[←192]

A learner-centered school uses assessment for learning (formative assessment) to provide feedback and support growth, not to avoid it. Avoiding assessment altogether is not a principle of effective education.

[←193]

Entrepreneurship is directly fueled by creativity and innovation, which is a core competency in the new standards-based curriculum.

[←194]

While discipline has its place, punishment is often the least effective and most negative remedy. Addressing the root causes through counseling, supervision, and a positive school environment is more effective.

[←195]

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For a shy student, low-pressure, fun activities like games are the most effective way to encourage participation and self-expression without forcing it.

[←197]

“Clarity” is a quality of instruction or communication, not a core competency for learners. The core competencies are Collaboration, Communication, Critical Thinking, Creativity, etc.

[←198]

Clear pathways allow the teacher to move efficiently throughout the classroom to provide individualized support, feedback, and management.

[←199]

Professional ethics is integrated into the domain of “Professional Values and Attitudes.” It is not a separate standalone component of the NTS.

[←200]

Analyzing issues to resolve problems is the direct definition of critical thinking and problem solving.

[←201]

This is the core mandate of the Ministry of Education (MoE). Other agencies implement specific aspects of these policies.

[←202]

Act 1023 establishes bodies like NTC and NaCCA. It focuses on regulating educational bodies, not primarily on financial administration. The other acts are core financial governance laws.

[←203]

Continuous assessment (ongoing, daily evaluation) provides a more comprehensive, valid, and reliable picture of a student's abilities and progress than periodic tests.

[←204]

Diagnostic assessment is used before instruction to identify students' prior knowledge, strengths, and weaknesses.

[←205]

Cognitive learning models focus on the internal mental processes of learning, such as thinking, memory, knowing, and problem-solving.

[←206]

Inquiry-based learning and Cooperative learning are student-centered. Direct Instruction is a teacher-centered approach.

[←207]

The SRIM Directorate is specifically responsible for managing the EMIS, which is the central repository for educational data in Ghana.

[←208]

A criterion-referenced test measures a student's performance against a fixed set of learning standards or criteria (the curriculum), not against other students.

[←209]

True accountability is paired with autonomy. When teachers are given the professional freedom to make instructional decisions, they take greater ownership and responsibility for the outcomes.

[←210]

In the problem-solving method, the teacher acts as a facilitator, guiding students to define the problem clearly before they proceed to find solutions.

[←211]

The primary purpose of the Capitation Grant was to remove financial barriers to education by replacing various fees that prevented children from enrolling and attending school.

[←212]

UNESCO's framework for teachers includes mastery of subject matter (content knowledge), innovativeness (pedagogical skills), and justice (professional ethics).

[←213]

Recitation involves oral repetition and is ineffective for teaching practical, hands-on skills. Demonstration, Discussion, and Role-play are more suitable for skill acquisition.

[←214]

Research shows that learning style, school environment, and socio-cultural background all significantly influence student learning outcomes.

[←215]

Posing the question to the entire class first (“wait time”) ensures all students think about the answer, which promotes broader participation and discussion.

[←216]

GES District Directorate has recognized schedules such as GEO, SISO and TO. However the role of PO is usually handled at the national level.

[←217]

A lesson plan is a guide. Effective teachers are flexible and adapt their plans based on student needs and responses during the lesson. Strict adherence can be counterproductive.

[←218]

While having notes checked can be part of a system, it is not a characteristic of the lesson plan itself. A well-planned lesson is defined by its objectives, procedures, and resources, not by who vets it.

[←219]

The Capitation Grant is meant for educational materials, minor repairs, and co-curricular activities. It is not for paying teachers for extra classes.

[←220]

The lesson objectives are the primary guide. All instructional materials must be selected based on how effectively they will help achieve the specific learning outcomes for that lesson.

[←221]

The evaluation (or conclusion) stage of a lesson is where students summarize and synthesize what they have learned.

[←222]

The application phase is for using knowledge in new contexts. Memorization and recitation are lower-order skills typically associated with the knowledge/remembering level, not application.

[←223]

Corporal punishment is the intentional infliction of physical pain as a penalty for an offense.

[←224]

The affective domain deals with emotions, attitudes, and values. Feelings, attitudes, and stereotypes (which are generalized attitudes) all fall under this domain.

[←225]

The primary role of an instructional leader (headteacher) is to ensure high-quality teaching and learning occurs for all students. All other responsibilities support this core mission.

[←226]

Henri Fayol's five functions of management are Forecasting & Planning, Organizing, Commanding, Coordinating, and Controlling.

[←227]

Intrinsic motivation comes from within the learner—when they find the task inherently interesting, enjoyable, and personally relevant.

[←228]

While supervision involves helping teachers, its ultimate and fundamental purpose is to improve student learning outcomes. The teacher is the means to this end.

[←229]

For goals to be motivating and effective, they must be meaningful and relevant to the students' own lives, interests, and perceived needs.

[←230]

The MoE's goal is to provide quality education for all Ghanaians, not just a specific subset (the disadvantaged). Its mission is inclusive.

[←231]

The GES is the body responsible for the recruitment and posting of teachers. The NTC's mandate is for teacher licensing, registration, and professional development, not posting.

[←232]

This aligns perfectly with the stated goals of Ghana's Ministry of Education and the focus of its pre-tertiary curriculum reforms, particularly the emphasis on STEM.

[←233]

These strategies reduce ambiguity and subjective interpretation, ensuring the assessment consistently measures what it is intended to measure, which is the definition of reliability.

[←234]

The new standards-based curriculum was officially rolled out for Kindergarten to Primary 6 in the 2019/2020 academic year.

[←235]

This is the standard definition and purpose of quarantine—to separate and restrict the movement of well people who have been exposed to a contagious disease to see if they become ill.

[←236]

This reflects a broad, sociocultural view of education's purpose, which is to develop individuals who can contribute to the social, cultural, and economic progress of their community and nation.

[←237]

Internal transfers within GES require the concurrence and release from the current head of the institution or district director before the transfer can be affected.

[←238]

Measurement is the process of assigning a numerical value (a score) to a learner's performance or an attribute. It is the quantitative aspect of assessment.

[←239]

This describes the composition of a Parent-Teacher Association (PTA). The School Management Committee (SMC) has a more specific membership defined by law, typically including the headteacher, PTA representatives, unit committee representatives, and other appointed members, but not all pupils, teachers, or chiefs.

[←240]

Formative assessment is used to monitor the learning process and provide ongoing feedback. Summative assessment is used to evaluate learning at the end of an instructional period (e.g., assign a grade).

[←241]

This is reversed. The Ghana Education Service (GES) is an agency under the Ministry of Education (MoE). The MoE is the parent ministry.

[←242]

The School Performance Appraisal is the evaluation of the school's performance. The School Performance Improvement Plan (SPIP) is the result of that appraisal—it is the plan developed to address the weaknesses identified in the appraisal. The plan paves the way for improvement, not the other way around.

[←243]

Deputy Ministers are appointed by the President of the Republic of Ghana, subject to parliamentary approval, not by technical advisors.

[←244]

The Omicron variant was first reported to the WHO by South Africa in November 2021, not 2019.

[←245]

While certain personality traits may be desirable, personality tests are not validated or reliable instruments for directly measuring teaching ability or effectiveness.

[←246]

While these tests measure content knowledge, they are widely considered weak predictors of actual teaching effectiveness, which relies more on pedagogical skills, classroom management, and interpersonal abilities.

[←247]

High-clarity instruction (explaining concepts logically, using good examples, checking for understanding) leads to better student comprehension the first time, reducing the need for re-teaching.

[←248]

This statement is illogical and incorrect. Student performance is higher when teachers devote sufficient time to teaching the content effectively, not just to managing materials. The focus should be on instructional time.

[←249]

This is the fundamental principle of constructivism—a theory that posits learners actively construct their own understanding and knowledge of the world through experience and reflection.

[←250]

National Teachers' Standards Set out rather the minimum not the maximum, practice levels